

# Equity, Diversity and Inclusion Policy

The logo for the John Muir Trust, featuring the words "JOHN", "MUIR", and "TRUST" stacked vertically in a white, serif font against a dark olive green square background.

## Wild places for all

The John Muir Trust (the Trust) is a UK conservation charity dedicated to the protection and experience of wild places. We believe that wild places are essential and valuable for all. Everyone should have the ability to achieve their potential through access to wild places and given the chance to experience the numerous benefits.

We are on a journey that will take us closer to being an equitable, diverse and inclusive organisation that supports people from all walks of life and allows them to experience and protect wild places now and in the future.

To continue to be a relevant organisation we will reflect and support all the communities in which we work, with zero tolerance for discrimination. We will consciously and continuously improve how the Trust approaches its work with equity, diversity and inclusion at its core. When we enable people from all walks of life to experience wild places and work towards their protection and enhancement, we increase our ability to create a world where wild places are valued now and for future generations.

This policy statement applies to anyone acting on behalf of the Trust, including staff, Trustees, volunteers or individuals, groups and partner organisations. It is the responsibility of everyone to apply this policy as part of the Trust's working practices.

## Defining equity, diversity and inclusion

Equity, diversity and inclusion means fair treatment and opportunities for all. It aims to prevent prejudice and discrimination based on protected characteristics as defined under the Equality Act (2010). The Trust acknowledges that these characteristics can lead to different levels of discrimination and privilege.

**Equity** means that individuals should be provided with the resources they need to have access to the same opportunities as the general population. Where 'equality' indicates the even distribution of resources among all people, 'equity' represent the distribution of resources to meet the specific needs of individuals. Treating everyone equally does not necessarily lead to equality.

**Diversity** recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

**Inclusion** concerns the active creation of a learning, working and social environment that is welcoming, which recognises and celebrates difference and is reflected in structures, practices and attitudes.

## Aims

The Trust aims to:

- be an inclusive, fair, and diverse place to work
- ensure our staff and volunteers feel valued and respected
- be an inclusive employer of choice, where everyone is supported to achieve their full potential
- represent the diversity of society through our members, board, staff and volunteers.

## Values

We value:

- **Compassion** – we value kindness and respect for people, nature, communities and cultures.
- **Inclusivity** – we believe the benefits of wild places should be accessible for the wellbeing of everyone.
- **Creativity** – we strive for innovative ways to protect wild places and encourage self-direction.
- **Integrity** – we believe in supporting each other and acting responsibly.

These values are vitally important in delivering the Trust's strategic objectives. We therefore aspire to and encourage all staff to display the following behaviours which embody the values we believe in:

- We listen respectfully, to help us learn, and understand different perspectives.
- We actively welcome and encourage others to value, engage with, and take action for wild places.
- We collaborate and share evidence willingly, to achieve more, and drive positive change together.
- We consciously consider carbon credibility in all our actions.

Being a relevant and inclusive organisation means:

- Staff should feel valued and respected in working for the John Muir Trust.
- We celebrate and value different perspectives and experiences.
- We treat people fairly in all aspects of their work, including recruitment, training and development and through career progression.
- We commit to a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where decisions concerning staff are based on merit and in line with the Equality Act.
- We have a reputation as an employer of choice.
- We assess and adapt policies to allow a positive work life balance for all.

We seek to diversify our partnerships and reach by:

- Supporting everyone to feel like they belong in wild places.
- Engaging and communicating with a wide range of people.
- Actively recruiting volunteers, Trustees, members and staff from a variety of backgrounds.
- Exploring new and diverse partnerships to make wild places more accessible for everyone.

## **Committing to long-term action**

The Trust, led by its Trustees and staff leadership team, is committed to:

- Long-term action to embed lasting improvement in EDI performance in relation to its work.
- Increase the understanding of the importance of equity, diversity and inclusion amongst its stakeholders.
- Remove barriers that stop equity, diversity and inclusion being relevant to how it delivers its charitable objectives.
- Support everyone to succeed in work and in protecting and enhancing wild places.

The Equity, Diversity and Inclusion (EDI) working group has developed an action plan. The group will collect relevant data in order to set ambitions, start conversations around EDI topics and implement positive changes. They will periodically review, assess and report transparently on progress.

This policy will be reviewed and updated annually to reflect the Trust's journey to become a more equitable, diverse and inclusive organisation.

## **Relationship with other policies**

This policy should be read in conjunction with other organisational policies and guidance including the Employee Handbook.