

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 equality, 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 Equality, Diversity and Inclusion

Equality, Diversity and Inclusion means fair treatment and opportunities for all. It aims to remove prejudice and discrimination based on protected characteristics as defined under the Equalities Act (2010). The Trust acknowledges that intersectionality of characteristics can lead to different levels of discrimination and privilege.

Aims

The Trust aims to:

- be an inclusive, fair, and diverse place to work
- ensure our staff and volunteers feel valued and respected
- represent all levels of society through our members, board, staff and volunteers.

Values

The Trust strives to demonstrate consistently the need to: 'treat all people and places with respect', 'consider what is fair and just', 'recognise unity in all parts of nature' and 'help all people find meaning from wild places.'

Our ethos is to respect and value diversity at work and in our personal lives to create an environment in which everyone can contribute and feel proud of the part they play in supporting the Trust to achieve its charitable objectives.

Being a relevant and inclusive organisation means:

1. Staff should feel valued and respected in working for the John Muir Trust.
2. We celebrate and value different perspectives and experiences.
3. We treat people fairly in all aspects of their work, including recruitment, training and development and through career progression.
4. 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.
5. Have a reputation as an exemplary place to work.
6. Assess and adapt policies to allow a positive work life balance for all.

We seek to diversify our partnerships and reach by:

1. Encouraging everyone to feel like they belong in wild places.
2. Engaging and communicating with a wide range of people.
3. Actively recruiting volunteers, Trustees and staff from a variety of backgrounds.
4. 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 equality, diversity and inclusion amongst its stakeholders
- Remove barriers that stop equality, 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.

An Equalities, Diversity and Inclusion Champion has been appointed among the Trustees. An Equality, Diversity and Inclusion working group will be developed to take forward an

action plan. This will set targets, implement positive changes and 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.