

Equal Opportunities Policy

The Policy

Worcestershire Wildlife Trust believes that it is wrong to discriminate against any individual or group on grounds of age, disability (which includes mental health and people diagnosed as clinically obese), race, religion or belief, sex, sexual orientation, gender reassignment (people who are having or have had a sex change, transvestites and transgender people), marriage and civil partnership, and pregnancy and maternity (including breastfeeding). The Trust therefore undertakes to take positive steps to achieve equality of opportunity.

Implementation

The Trust recognises that discrimination can be of various types. In addition to direct discrimination, associative discrimination (direct discrimination against someone because they are associated with another person with a protected characteristic), indirect discrimination where a rule or policy applies to everyone but disadvantages a person with a protected characteristic, harassment behaviour deemed offensive by the recipient, harassment by a third party, victimisation and discrimination by perception are all covered by the policy.

1. **Employment:** No job applicant or employee will receive less favourable treatment than another on the grounds of the characteristics detailed in the policy. Restrictive qualifications or requirements for a job must be justified in terms of the job to be done. Employees will be assessed purely in terms of their capacity to carry out the defined job. Candidates who feel they may have been unfairly treated should contact the Director, in the first instance. Complaints will be fully investigated. This does not affect the candidate's statutory rights.

The Trust recognises that the fair treatment of all employees extends beyond the recruitment process and is an integral part of working relationships, policies, practices and procedures. These include the objective assessment of pay and benefits as well as access to training, development and opportunities for promotion. Any employee who feels they have been treated unfairly should seek recourse through the agreed grievance procedure.

2. **Membership:** Membership of the Trust will be equally available to all regardless of their protected characteristics. All members will be bound by the same rules and receive the same rights and benefits. The policy does not preclude the Trust from targeted campaigns to encourage membership from particular groups.
3. **Volunteers:** Applications for voluntary positions within the Trust will be open to all without discrimination.
4. **Goods, facilities, services and premises:** The Trust will actively promote disability equality in access to our goods, facilities, services and premises as far as is reasonably practical.