

GREAT BUSTARD GROUP



Reg. Charity 1092515

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www.greatbustard.org



**The Queen's Award
for Voluntary Service**

Patron: HM King Charles III

Equality, Diversity and Inclusion Policy

1. Purpose

The Great Bustard Group is committed to promoting equality, diversity and inclusion in all aspects of our work. We believe that protecting and restoring nature benefits from a wide range of perspectives, experiences and communities.

We aim to create an organisation where everyone is treated with dignity and respect, and where barriers to participation are identified and removed wherever possible.

This policy helps ensure compliance with the principles of the Equality Act 2010.

2. Scope

This policy applies to:

- Trustees
- Employees
- Volunteers
- Contractors
- Members and supporters
- Participants in events, projects and activities

It covers all organisational activities including:

- Recruitment
- Volunteering
- Service delivery
- Public engagement
- Partnerships and events

3. Our Commitment

The Great Bustard Group will:

- Promote fairness and equality of opportunity.
- Value diversity and recognise the benefits it brings to conservation work.
- Provide an inclusive and welcoming environment for everyone.
- Challenge discrimination, harassment and exclusion.
- Work to ensure our activities are accessible to diverse communities.

4. Protected Characteristics

Under the Equality Act 2010, discrimination is unlawful based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The Great Bustard Group will not tolerate discrimination on any of these grounds.

5. Recruitment and Volunteering

We aim to ensure fair and open recruitment by:

- Advertising opportunities widely.
- Using fair and transparent selection criteria.
- Encouraging applications from under-represented groups in conservation.
- Making reasonable adjustments for disabled applicants and volunteers.
- Ensuring recruitment decisions are based on merit and suitability.

6. Inclusive Working and Volunteering Environment

We will work to create an inclusive culture by:

- Treating everyone with dignity and respect.
- Promoting inclusive behaviour in all activities.
- Providing clear expectations for conduct.
- Addressing bullying, harassment or discrimination promptly.
- Supporting flexible ways of volunteering or working where possible.

7. Accessibility

As a conservation charity, we recognise that outdoor environments and activities can present barriers. We will aim to:

- Consider accessibility when planning events and activities.
- Provide information in accessible formats where possible.
- Make reasonable adjustments to enable participation.
- Work with partners and communities to reduce barriers to engaging with nature.

8. Responsibilities

Trustees

Trustees are responsible for:

- Ensuring this policy is implemented and reviewed.
- Promoting equality, diversity and inclusion across the organisation.

Staff and Volunteers

All staff and volunteers must:

- Treat others with respect.
- Follow this policy.
- Report concerns about discrimination or harassment.

9. Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or exclusion should report it to:

- A trustee
- The Executive Officer

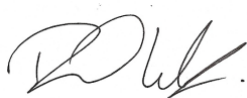
All concerns will be taken seriously and handled sensitively.

10. Monitoring and Review

The Great Bustard Group will review this policy regularly (at least every three years) to ensure it remains effective and relevant.

We will also consider feedback from staff, volunteers and participants to improve inclusion within our work.

Approved by:



David Waters
Executive Officer

Date: 22nd October 2025