

## **Equality, Diversity and Inclusion (EDI) Statement**

The National Biodiversity Network Trust (NBN Trust) is committed to having a workplace which is free from harassment and bullying, and to ensuring that all employees, contractors and others who come into contact with NBN Trust staff and trustees in the course of our work are treated with dignity and respect. The NBN Trust has zero tolerance on harassment and unfair discrimination on the grounds of a protected characteristic. Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is central to ensuring equal opportunities in employment.

We want to recruit, develop and retain the most talented people, regardless of their background, and make best use of their talents. At The NBN Trust we are an inclusive recruiter and are guided by our values in everything we do. We recognise that being a diverse and inclusive employer helps us fulfil our responsibility to staff, and meets our commitment to diversity within the NBN Trust strategy, Making Data Work for Nature.

### **NBN Trust strategy 2022–2027 includes the following commitment to social sustainability:**

We take seriously our responsibilities to our staff and volunteers. We will:

- *Prioritise staff and volunteer wellbeing and ensure that the NBN Trust is a great place to work.*
- *Strive to achieve equality, diversity and inclusion within our staff and Board.*
- *Showcase and promote diversity within the NBN community*

How we will do this:

- We will share and promote our commitment to Equality, Diversity and Inclusion, specifically towards the Wildlife and Countryside Link route map, on the NBN Trust website (see footer section on NBN Trust website) and in recruitment materials
- When recruiting new employees and trustees we may use blind hiring.
- We will sign up to the disability confident scheme.
- We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way.
- We work in line with the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.
- We will ensure that all staff and Trustees attend necessary training to remove any unconscious bias that might impact on recruitment and time during employment with the Trust.
- We will continue to support our Trustees, managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

## **Terminology**

### **Equality**

Equality to the NBN Trust means, ensuring that everyone is entitled to a working environment that promotes dignity and respect for all. Every individual has an equal opportunity to make the most of their talents and they will not be disadvantaged in any way due to their background or beliefs.

### **Diversity**

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions, which is beneficial not only for the individual but for The NBN Trust too.

### **Inclusion**

Our definition of inclusion is that everyone feels valued and respected as an integral part of the team. Equal access to opportunities, resources and a safe space to share thoughts and ideas. This builds on our NBN Trust values of having trust and respect.