

**Diversity, Equity & Inclusion Policy** for the **Sustainable Conservation Trust (SCT)** - aligns with SCT's values around heritage, sustainability, education, and community engagement:

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## Diversity, Equity & Inclusion Policy

### Sustainable Conservation Trust (SCT)

*Adopted: 01.04.2025*

#### Introduction

The Sustainable Conservation Trust (SCT) is committed to being an inclusive, respectful, and equitable organisation. We believe diversity drives innovation, enriches our understanding of heritage, and strengthens our impact on communities. We embrace the unique backgrounds, perspectives, and experiences of every individual we work with—including trustees, employees, volunteers, artists, partners, and community members.

This policy ensures that no one is treated less favourably because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, socio-economic background, or any other protected characteristic.

We aim to dismantle barriers that may prevent full participation in heritage, arts, education, and environmental projects, and to create environments where everyone feels valued and empowered.

#### Definitions at the Heart of Our Policy

- **Equality** – Ensuring equal opportunity for all, free from discrimination.
- **Diversity** – Recognising, respecting, and celebrating differences.
- **Inclusion** – Creating a sense of belonging where all individuals feel welcomed and supported.
- **Equity** – Acknowledging that systemic barriers exist and taking proactive steps to redress imbalance and ensure fair access to opportunities and resources.

## **Scope**

This policy applies to:

- All SCT employees, trustees, freelance consultants, volunteers, artists, contractors, and collaborators.
- All areas of operation including recruitment, programming, service delivery, training, and partnerships.

## **Our Commitments**

### **As an Employer and Project Leader**

We commit to:

- Fostering a culture where individual differences are valued and respected.
- Maintaining a safe, inclusive working environment where bullying, harassment, or discrimination will not be tolerated.
- Advertising roles, commissions, and opportunities widely to ensure access by underrepresented groups.
- Offering reasonable adjustments to ensure accessibility for all staff and collaborators, particularly disabled people and those with long-term health conditions.
- Providing training and development to promote understanding and address unconscious bias.
- Regularly reviewing employment practices, pay structures, and project opportunities to ensure fairness.
- Championing youth engagement, co-creation, and intergenerational participation across all projects.

### **As a Community-focused organisation**

We commit to:

- Ensuring our programmes reflect the diversity of the communities we serve.

- Actively removing barriers to participation in heritage and cultural activities.
- Designing inclusive outreach methods, including the use of accessible language, formats, and digital tools.
- Partnering with organisations, educators, and communities to broaden participation in conservation, creative, and environmental work.
- Embedding lived experience and community voice in programme design and delivery.

## **Key Policy Areas**

### **Age**

We value all age groups and promote intergenerational learning. Opportunities and respect will be afforded equally to young people, adults, and elders.

### **Disability**

We will ensure accessibility in our buildings, communications, events, and roles. Reasonable adjustments will be made wherever needed, and we will strive to embed inclusive design practices.

### **Race and Ethnicity**

We recognise the structural inequalities that affect people of colour and ethnic minorities. We are committed to anti-racist practice, inclusive storytelling in heritage, and ensuring equitable representation.

### **Gender and Gender Identity**

We support gender equity and the inclusion of transgender and non-binary people. Discrimination or stereotyping on the basis of gender identity or expression will not be tolerated.

### **Sexual Orientation**

We will ensure LGBTQ+ individuals are included and represented, and that all our spaces are safe and affirming.

### **Religion or Belief**

We respect all beliefs and practices and will accommodate religious observance wherever reasonable.

## **Pregnancy and Maternity**

We provide support and flexibility for people during pregnancy, maternity, and family leave, and ensure continued inclusion in project work and development opportunities.

## **Marriage and Civil Partnership**

We treat all relationship statuses with dignity and ensure no one is disadvantaged based on their marital or partnership status.

## **Part-Time, Freelance, and Fixed-Term Work**

We are committed to fair and equitable treatment of all staff and collaborators, regardless of contract type or working hours.

## **Equal Pay**

We will ensure fair pay and transparent practices across equivalent roles and responsibilities.

## **Responsibility and Implementation**

- **Board members** are responsible for championing this policy at the strategic level.
- **Managers and Project Leads** must embed EDI principles in planning, recruitment, delivery, and reporting.
- **All staff and volunteers** must treat others with respect, take part in training, and call out discrimination or exclusion.
- We will monitor our diversity data, evaluate progress, and review this policy annually.

## **Grievance and Complaints**

We take any breaches of this policy seriously. Discrimination, harassment, or bullying may result in disciplinary action. Concerns can be raised through our grievance procedure or reported confidentially to the CEO or Directors.

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