



**Somerset**  
Wildlife Trust



# Somerset Wildlife Trust Position Statement

Equality, Diversity, and Inclusion (EDI)

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## **Somerset Wildlife Trust Position Statement: Equality, Diversity, and Inclusion (EDI)**

### **Introduction**

We believe everyone is part of nature and should have the opportunity to experience nature, and in turn value and want to protect our natural world.

At Somerset Wildlife Trust we take diversity and inclusion seriously because we know that it is the right thing to do, but more importantly to achieve our goals for nature's recovery we need everyone to be involved. We are committed to pro-actively improving everything from our recruitment to our policies and our governance to make sure everyone can access all or our activities, work and volunteering opportunities and join our events.

Our people are the most valuable asset we have in achieving our strategic goals. We know that while we have amazing people with an amazing diversity of skills, experiences, and backgrounds we have work to do to make sure we are as inclusive and representative as possible.

We welcome the opportunity to gain experience from others on how we can improve our accessibility to people from all backgrounds, genders, sexualities, ethnicities, and abilities, and are working hard to improve everything from leadership to our communications. If you have feedback on how we can do this, we want to hear from you.

We have an Equality, Diversity, and Inclusion Action Plan which we are implementing and will report on our progress each year as part of our annual reporting cycle.

### **Public Statement on EDI**

The Somerset Wildlife Trust's (SWT) Equality, Diversity, and Inclusion (EDI) action plan aims to provide a framework for the delivery of EDI, in support of the Trust's 2030 Strategic Plan and to ensure that everyone can benefit from and take action for nature. It places diversity and inclusion at the heart of our culture, supporting us in our endeavours to reflect the society we work within, as well as providing a barometer for excellence.

Our key challenges are to recognise and celebrate the diversity that already exists within our organisation and to address the under-representation of diverse groups by identifying barriers and confronting the underlying causes that prevent everyone benefiting from nature and being able to take action to help wildlife.

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The Action Plan supports our Wilder Somerset 2030 strategy with the aims of providing everyone with opportunity and encouragement to access nature within a supportive and welcoming environment, enriching their lives, and encouraging them to take action for nature's recovery. By recognising, respecting, and valuing differences, and adopting more diverse perspectives, our staff, trustees, volunteers, and supporters can become more effective ambassadors for nature. As such, EDI is enshrined in our core values, our 10-year Strategic Plan, our policies, and activities.

### **Why are Equality Diversity and Inclusion important to Somerset Wildlife Trust?**

1. Being inclusive and diverse will help us to achieve our strategic goals to restore nature in Somerset and build a movement for nature through Team Wilder with 1 in 4 people taking action for nature; we will:
  - a. Achieve more together if we feel happy and valued for who we are.
  - b. Engage with restoring nature if we feel included and represented.
  - c. Care about nature if we have opportunities to experience it and feel it has value for us.
2. More people will have access to and will benefit from wildlife and the natural environment and people from all parts of society will be supporting nature's recovery.
3. Our staff will be happier, healthier, and more productive. An inclusive working environment creates a workplace where everyone has equal opportunity to develop, progress, be rewarded and recognised at work. We will also better attract and retain diverse talent.
4. Our organisational performance will be stronger. Diverse and inclusive organisations have higher innovation and employee satisfaction, increased creativity, and improved leadership and decision making.
5. Our volunteers and supporter base will increase and diversify. By being more inclusive and relevant to diverse communities, we will attract and engage a wider range of people in our work, whilst improving our reputation as an inclusive and accessible movement.

### **Our Priorities are:**

1. To create an organisational culture of equality, diversity and inclusion in all parts of our organisation including our leadership and governance through providing relevant training, upskilling staff and sharing knowledge.
  2. Ensure we have an equality, diversity and inclusion champion at a senior level who can represent those under-represented groups and monitor any issues that need addressing.
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3. Understand our current diversity and take steps to increase diversity in our workforce including pro-actively breaking down barriers preventing marginalised groups from accessing employment and volunteering and instilling safer recruitment practices.
  4. Build an inclusive movement for nature in Somerset through Team Wilder removing barriers preventing marginalised and under-represented groups involved in our work enabling everyone to access our activities.
  5. Create inclusive places for people to work and visit by encouraging everyone to have a more inclusive attitude and having equality diversity and inclusion champions.
  6. Inclusion is a journey not a destination. We will monitor, evaluate and report on our progress, checking how far we have come and celebrating our success.
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