

Bat Conservation Trust



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Equal Opportunities Policy

Aims:

The Bat Conservation Trust is committed to equality of opportunity and is opposed to all forms of discrimination. Its policy is that there should be no discrimination on grounds of sex (including pregnancy), race, nationality, ethnic or national origin, sexual orientation, religious or political beliefs, age, health, culture, employment status, class, disability (both physical and mental), responsibilities for dependents, union membership status or any other proscribed discriminatory ground.

In addition, the Bat Conservation Trust aims to ensure that no requirement, practice or condition will be imposed by it which disproportionately disadvantages members of any sex, race, nationality etc. and which is not justified for good reasons.

BCT is aware of the fact that adopting an active approach is necessary to ensuring that a culture of equal opportunities is instilled within the organisation as a whole.

BCT's equal opportunities objectives:

1. Membership:

BCT recognises the importance of a diverse membership that is reflective of modern Britain.

- BCT will promote membership amongst all sectors of the community.
- BCT will encourage and support the bat groups in their efforts to include a wide range of individuals, reflective of the geographical constituency of the groups.

2. Employment:

BCT is striving to be an equal opportunities employer and to that end it aims to meet the following standards:

- wherever practicable, job vacancies will be advertised.
- all recruitment, interviewing and appointment processes will adhere to the principles of equality of opportunity.
- BCT will endeavour to prevent unfair discriminatory treatment of individuals employed by or working with BCT.
- In the interests of operating an effective Equal Opportunities Policy, BCT will monitor certain information about job applicants. All information will be confidential and kept separate from the selection decision.
- BCT will also monitor certain information about its employees. All information will be confidential.

3. Volunteering:

BCT aims to encourage volunteering among a wide and diverse group of volunteers, including from groups who are under-represented within the bat world.

- BCT recognises that when planning an event, training or bat-related activity, it should, where practical, take action to ensure equal access in line with this policy.
- BCT will aim to involve underrepresented groups in bat -related activities
- BCT will seek to design some events for particular under-represented audiences, with the view to encouraging them to become more involved and in the long term partake in the wider programme of activities that BCT operates.

4. Training for and Development of Equal Opportunities:

BCT aims to spread a culture of equal opportunities throughout the organization.

- BCT will inform staff, bat groups and new volunteers of the Equal Opportunities Policy and will promote understanding throughout the organisation as to why such a policy is needed and what it strives to achieve.
- Equal Opportunities training will be made available for staff to develop a culture of equal opportunities throughout the organisation.

5. Education:

BCT policy is that its educational role should reach a wide and diverse audience. BCT aims to ensure that educational resources it produces, where practicable, are created or translated into a form which promotes equal access in line with this Policy.

- As part of the Count Bat project BCT are investigating accessible resources so that a diverse range of groups can interpret our information more easily e.g. audio versions, large print, relevant languages.
- When planning training and educational courses BCT will aim, where practical, to take action to ensure equal access in line with this Policy.
- BCT will advertise educational courses via the relevant media.

Responsibilities:

The overall responsibility for this policy lies with the Chief Executive. All staff, however, are required to comply with it and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Monitoring the Equal Opportunities Policy:

BCT will review this policy in a year's time and after that on a 3 year basis.

BCT will investigate and implement a way of sensitively monitoring certain information about volunteers attending events. All information will be confidential and will be asked for voluntarily and anonymously.

Grievances and Discipline:

Discriminatory action by staff or discriminatory treatment of staff will not be tolerated by BCT.

Any act of discrimination by employees or volunteers or any failure to comply with the terms of the Equal Opportunities Policy will be investigated and may result in disciplinary action under the agreed BCT procedures.

BCT will ensure that any staff member or volunteer who feels they are being unfairly treated in contrary to the principles of this Policy is dealt with appropriately in accordance with its grievance procedures.

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