

DECEMBER 2021

EQUALITY, DIVERSITY AND INCLUSION POLICY



OSCR REGULATED CHARITY - SC044185

THIS POLICY WILL BE REVIEWED IN RESPONSE TO LEGISLATIVE CHANGES, IN LINE WITH BEST PRACTICE GUIDANCE OR EVERY THREE YEARS.

TABLE OF CONTENTS

1. Our commitments	2
2. Our key principles	2
3. Eliminating discrimination, harassment and discrimination	3
4. Types of discrimination	3
5. Tackling discrimination: promoting equality, diversity and inclusion	4
6. Equal opportunities in employment and engagement of volunteers, interns and placement students	4
7. Breaches of the equality, diversity and inclusion policy	4
8. Responsibilities	5
9. Review	5

1. Our commitments

Bats without Borders strives to promote equality, diversity and inclusion (EDI) in science and conservation and challenge all forms of discrimination. Bats without Borders is committed to creating and sustaining a positive, stimulating and supportive working environment for our staff, volunteers, project partners and trainees.

We strongly value the diversity of our staff, volunteers, project partners, students and interns and aim to create an environment and culture where everyone is equally valued and respected, diversity is celebrated and where individuals are able to achieve their full potential. We recognise that the promotion of equality and diversity is fundamental to good governance and management practices.

2 Our key principles

- **Equity** (defined as “the removal of systemic barriers and biases enabling all individuals to have equal opportunity to access and benefit) – we believe in and encourage fair and equitable treatment for all.
- **Diversity** - We consider the diversity of our board, staff, volunteers and interns to be one of our greatest assets.
- **Respect and tolerance** – All our staff, volunteers, project partners and trainees should be treated with dignity and respect, regardless of background or personal characteristics.
- **Excellence** – We recognise the value of every individual and encourage them to achieve their potential.
- **Inclusion and accessibility** – Staff, volunteers, interns and placement students should have the opportunity to participate in, contribute to, and benefit from the services and successes of Bats without Borders, without experiencing barriers caused by the presence or otherwise of a protected characteristic.

3 Eliminating discrimination, harassment and victimisation

Bats without Borders does not tolerate harassment, victimisation or discrimination on the grounds of age, caring responsibility, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other personal characteristic. Bats without Borders is committed to embedding respect, equity, diversity and inclusion and will comply with its statutory duties to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the *Equality Act 2010* (UK).

4 Types of discrimination

- Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. However, discrimination may be lawful if there is an occupational requirement that is core to a job role and a proportionate means of achieving a legitimate aim.
- Indirect discrimination means putting in place, a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.
- Harassment is where there is unwanted behaviour related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.
- Associative discrimination is where the individual treated less favourably does not have a protected characteristic but is discriminated against because of their association with someone who does e.g. the parent of a disabled child.
- Perceptive discrimination is where the individual discriminated against or harassed does not have a protected characteristic but they are perceived to have a protected characteristic.
- Third-party harassment occurs where an employee is harassed by third parties such as service users, due to a protected characteristic.

4. Types of discrimination (cont.)

- Victimisation is treating someone unfavourably because they have taken some form of action relating to the Equality Act i.e. because they have supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.
- Failure to make reasonable adjustments is where a rule or policy or way of doing things has a worse impact on someone with a protected characteristic compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

5. Tackling discrimination: promoting equality, diversity and inclusion

Bats without Borders actively promotes equality as a key value of our organisation in relation to all its activities, from our mission and strategic objectives through to day-to-day operations. As well as taking steps to eliminate discrimination and other unacceptable conduct, Bats without Borders is committed to fulfilling its statutory duties to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

6. Equal opportunities in employment and engagement of volunteers, interns and placement students

We will avoid discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. We will base decisions on objective criteria. We will consider making reasonable adjustments in recruitment as well as in day-to-day employment.

7. Breaches of the equality, diversity and inclusion policy

Breaches of this policy by any Bats without Borders personnel will be taken seriously, investigated thoroughly and fairly, and may lead to disciplinary proceedings (further details can be found in the volunteer or staff handbook).

8. Responsibilities

All Bats without Borders personnel are responsible for supporting the charity to meet its commitment and avoid discrimination. If an individual believes that they have been discriminated against, or witness a possible discrimination, this should be reported to the Bats without Borders EDI committee (board members Helen Grimble and Orly Razgour).

All personnel are required to familiarise themselves with this policy and understand that they, as well as Bats without Borders can be held liable for acts of bullying, harassment, victimisation and discrimination, in the course of their employment/involvement, against fellow personnel, suppliers and the public.

9. Review

This policy will be reviewed in response to legislative or best practice guideline changes, or at a maximum of every three years.

Date for review: 1st December 2024