



National
Trust

Equality, Diversity and Inclusion Statement

The Trust is committed to developing and promoting equality, diversity and inclusion in all that it does as one of the UK's leading conservation charities. We recognise the real benefits of, and need to have, a diverse community of applicants, employees, volunteers, members and visitors in ensuring that we continue to achieve our core purpose of For Ever, For Everyone.

We are working to build and maintain a culture which ensures that equality, diversity and inclusion are implicit in all that we do.

Equality is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. It can be summarised in terms of equal access, treatment, shares and outcomes and is backed by legislation designed to address unfair discrimination.

There are nine characteristics legally protected under the [Equality Act 2010](#). They are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Diversity and inclusion is about the recognition and valuing of difference in its broadest sense. It is about creating a place that is welcoming to everyone and which harnesses difference for the benefit of the organisation and the individual.

To achieve this we aim to:

- Promote access for everyone by working to ensure that our properties, services and workplaces are accessible to all sections of society.
- Promote inclusion and equality of opportunity in the workplace and across all our activities.
- Provide opportunities for individuals and community groups from diverse backgrounds to engage and participate in all aspects of what we do.
- Engage in activities that support and promote the diversity of local communities and reflect our shared multicultural heritage.
- Raise awareness of the Trust's core purpose and its relevance to all members of society.
- Break down barriers that prevent engagement by sections of society, whether physical, sensory, intellectual, cultural, social or economic, especially for under-represented, excluded or disadvantaged groups for example ethnic minorities, the homeless, ex-offenders.
- Use data to measure our progress and work with external organisations to monitor standards and deliver sustainable benefits.

The Trust will not tolerate any form of harassment, victimisation or prejudicial discrimination and aims to ensure that applicants, employees and volunteers are treated solely on the basis of merit and ability. The Trust is also committed to ensuring that all visitors are made welcome

and do not suffer any prejudicial discrimination, harassment or victimisation as a result of the actions or inactions of the Trust or any of its representatives.

Martin Nugent
Employee Relations Manager
May 2018