



## Like nature our survival depends on diversity. Nature has no borders and neither do we.

We believe that nature is everybody's right and being an equal, diverse organisation is the right thing to do to find solutions to our common challenges.

We recognise the value of difference and want to support all candidates and employees to unlock their potential.

We want to better reflect the communities in which we work and we are not prepared to tolerate workplace discrimination.

In our recruitment

- all applications will be judged solely on merit.
- we are open to discussion of any adjustments you may need to achieve your full potential at any stage of the process, and if you are successful in gaining a position with us, during employment.
- we are particularly keen to receive more applications from Black, Asian and minority ethnic candidates, disabled people and under 25s who are currently underrepresented as RSPB employees.
- we are "happy to talk flexible working".

Our commitment to Equality, Diversity and Inclusion is fully supported by our Board and Senior Leadership and our work to create an inclusive working environment includes:

- Family friendly policies and openness to discuss a range of flexible working options including TOIL, flexitime and job-share.
- Regular communications about our progress on equality, diversity and inclusion including a monthly e-newsletter sent to all employees.
- The opportunity to join our friendly organisation-wide network of Equality and Diversity Champions.
- The opportunity to join a range of active support and affinity groups including Starlings LGBTQI+ group, RSPB autism group and RSPB menopause cafes.
- A commitment to positive mental health, including an Assistance Programme for all employees, volunteers and their dependents and an organisation-wide network of Mental Health First Aiders.
- A range of learning and development opportunities to increase your awareness and understanding of equality, diversity and inclusion.

If you'd like to know more about our Equality, Diversity and Inclusion work read our position statement. For more information please get in touch at [eandd@rspb.org.uk](mailto:eandd@rspb.org.uk).