



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 stages 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.

Our active Equality, Diversity and Inclusion programme is supported by our Board and Senior Manager and our work to create an inclusive working environment includes:

- Removing barriers from our pay and reward system
- Family friendly policies and openness to discuss a range of flexible working options including TOIL, flexitime and job-share
- Acting on recommendations from extensive research conducted in 2015
- The opportunity in every RSPB Directorate, region and country.
- Multi-channel communications include a monthly newsletter to celebrate success and encourage action.
- The opportunity to join our network of Equality and Diversity Champions existing peer groups such as our Starlings LGBTQI+ group which has attended both London and Brighton Prides and launched a hugely rainbow starling pin badge and merchandise.
- Progress towards our aim of a gender balanced leadership with women making up 40% of our Senior Managers
- Membership of Time to Change
- Showcasing of diverse internal role models
- Unconscious bias training for all
- Plans to monitor our progress, and take further action where we are not achieving our targets.
- Assessing and updating language, policies, processes and imagery

For more information please get in touch at eand@rspb.org.uk .