



# British Wildlife Rehabilitation Council

## Equality, Diversity, and Inclusion Policy

### Introduction

The British Wildlife Rehabilitation Council (BWRC) is committed to promoting equality, diversity, and inclusion in all aspects of its work. We believe that a diverse and inclusive environment enhances our ability to achieve our mission of improving the welfare of wildlife casualties.

### Objectives

1. **Promote Equality:** Ensure that all individuals have equal opportunities and are treated fairly and respectfully.
2. **Embrace Diversity:** Recognize and value the differences in our community, including but not limited to race, gender, age, disability, sexual orientation, religion, and socioeconomic background.
3. **Foster Inclusion:** Create an environment where everyone feels welcomed, respected, and supported.

### Key Principles

1. **Non-Discrimination:** BWRC will not tolerate any form of discrimination, harassment, or bullying.
2. **Accessibility:** Ensure that our services, programs, and facilities are accessible to all, including those with disabilities.
3. **Representation:** Strive for diverse representation in our leadership, staff, volunteers, and membership.
4. **Education and Training:** Provide ongoing education and training on EDI principles to all members and stakeholders.
5. **Community Engagement:** Actively engage with diverse communities to understand their needs and perspectives.

## **Implementation**

1. **Policy Review:** Regularly review and update this policy to reflect best practices and legal requirements.
2. **Monitoring and Evaluation:** Monitor the effectiveness of our EDI initiatives and make necessary adjustments.
3. **Reporting:** Encourage reporting of any EDI-related issues and ensure they are addressed promptly and effectively.
4. **Accountability:** Hold all members of the BWRC accountable for upholding this policy.

## **Legal Compliance**

BWRC will comply with all relevant equality and anti-discrimination laws and regulations.

## **Conclusion**

BWRC is dedicated to creating a culture of equality, diversity, and inclusion. We believe that by embracing these values, we can better serve our mission and the wildlife we aim to protect.