

Equality and Diversity Policy

Orion Wildlife

1. Policy Statement

Orion Wildlife is committed to promoting equality, diversity, and inclusion in all aspects of its work. We value and respect the diversity of individuals and communities and are dedicated to ensuring that everyone is treated with dignity, fairness, and respect.

We aim to create an inclusive environment free from discrimination, harassment, and victimisation, where differences are recognised as strengths that enhance our work in wildlife conservation, education, and engagement.

This policy applies to all employees, volunteers, trustees/directors, contractors, partners, and anyone engaged with or representing Orion Wildlife.

2. Legal Framework

Orion Wildlife is committed to complying with all relevant equality legislation, including but not limited to the **Equality Act 2010**. This Act protects individuals from discrimination on the basis of protected characteristics.

3. Scope of the Policy

This policy applies to:

- Recruitment, selection, and appointment
- Employment terms and conditions
- Volunteering opportunities
- Training, development, and progression
- Conduct at work, events, field activities, and online spaces
- Service delivery, education, and public engagement

4. Protected Characteristics

Under the Equality Act 2010, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex

- Sexual orientation

Orion Wildlife also recognises the value of diversity in socio-economic background, caring responsibilities, education, and lived experience.

5. Forms of Discrimination

Orion Wildlife will not tolerate:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Any such behaviour may result in disciplinary action and, where appropriate, termination of involvement with the organisation.

6. Our Commitments

Orion Wildlife commits to:

- Providing equal opportunities in recruitment, employment, and volunteering
- Making reasonable adjustments for disabled individuals
- Ensuring inclusive and accessible activities wherever practicable
- Challenging discrimination, bias, and inappropriate behaviour
- Promoting awareness of equality and diversity through training and communication
- Engaging respectfully with diverse communities in conservation work

7. Responsibilities

Organisational Responsibility

Orion Wildlife is responsible for:

- Implementing and monitoring this policy
- Ensuring fair and transparent procedures
- Reviewing the policy regularly to ensure effectiveness and compliance

Individual Responsibility

All individuals associated with Orion Wildlife are responsible for:

- Treating others with respect and fairness
- Upholding the principles of this policy
- Reporting concerns or incidents of discrimination

8. Reporting and Complaints

Anyone who believes they have experienced or witnessed discrimination, harassment, or victimisation is encouraged to report it promptly. Complaints will be handled:

- Seriously and sensitively
- Confidentially where possible
- Fairly and without fear of retaliation

Appropriate action will be taken following investigation.

9. Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective, relevant, and legally compliant. Updates will reflect changes in legislation, organisational structure, or best practice.

10. Policy Approval

This Equality and Diversity Policy was approved by Orion Wildlife management and is effective from:

Effective Date: 15 Jan 2026

Review Date: 15 Jan 2027

Signed: Nick Rout

Role: Director