



Anti-Discrimination Policy

Purpose

Heal Rewilding is committed to fostering an inclusive, respectful, and equitable environment where all employees, volunteers, visitors, and stakeholders feel safe and valued.

Discrimination undermines wellbeing, impacts productivity, and is wholly against our values.

Policy Overview

This policy defines our approach to preventing and addressing discrimination. We are dedicated to promoting a culture of fairness, with clear procedures in place to swiftly identify, address, and resolve discriminatory behaviours.

Compliance

Our policy complies with UK legislation designed to protect individuals from discrimination and harmful behaviours, including:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Protection from Harassment Act 1997
- Employment Rights Act 1996

Scope

This policy applies to all individuals associated with Heal Rewilding, including employees, volunteers, trustees, contractors, service users, and visitors. It covers:

- Conduct at Heal Rewilding premises or during off-site activities
- Interactions through digital channels, such as email, social media, and messaging platforms
- Social gatherings linked to work, such as after-work events

Discrimination may occur in person or remotely, and this policy is designed to ensure such behaviour is swiftly addressed, resolved, and prevented.

Understanding Discrimination

Discrimination refers to the unfair or prejudicial treatment of an individual based on protected characteristics as outlined by the Equality Act 2010. These characteristics include:

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

Types of Discrimination

Heal Rewilding does not tolerate any actions or behaviours that contribute to a hostile, exclusionary, or discriminatory environment. Examples of prohibited behaviours include:

- **Direct Discrimination:** Treating someone unfavourably because of a protected characteristic.
 - Example: Rejecting a qualified candidate due to their ethnicity.
- **Indirect Discrimination:** Policies or practices that disadvantage a specific group.
 - Example: Requiring all employees to work late, which may disadvantage parents or carers.
- **Harassment:** Unwanted conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, or offensive environment.
 - Example: Making inappropriate or offensive comments based on someone's religion.
- **Victimisation:** Treating someone unfairly because they have raised or supported a complaint about discrimination.
 - Example: Denying promotion to an employee who reported a discriminatory incident.

Responsibilities

At Heal Rewilding, everyone is responsible for upholding a respectful, discrimination-free environment.

- **Employees and Volunteers:** Must treat others with respect, report any concerns, and contribute to a safe, inclusive workplace.
- **Line Managers and Trustees:** Are responsible for acting on any reports of discrimination promptly and ensuring that complaints are managed fairly, consistently, and impartially. They are responsible for monitoring team dynamics and following up to prevent recurrence.
- **The Organisation:** Whenever funds allow, we will provide the necessary training, resources, and support to prevent discrimination, including raising awareness of diversity, inclusion, and unconscious bias.

Reporting Discrimination

If you believe you have experienced or witnessed discrimination, please report it as soon as possible. Reports can be made verbally or in writing to:

- Your line manager or a trustee
- A designated safeguarding officer

Investigation Process

All complaints are taken seriously. The process for managing internal and external complaints is the same. Our process for managing complaints is as follows:



Acknowledgement

- The complainant will receive written confirmation within 3 working days that their complaint has been received.

Investigation

- An impartial investigator (e.g., a senior manager or trustee) will gather evidence and speak to all involved parties.
- Investigations will be carried out confidentially, and only those directly involved will have access to the information.

Outcome and Actions

Both the complainant and the accused will be informed of the investigation outcome within 10 working days.

If the complaint is upheld, appropriate actions will be taken, which may include:

- Disciplinary action, including dismissal
- Mediation between the parties involved
- Training or coaching to prevent future incidents
- Issuing warnings or terminating agreements

Appeal Process

Both parties have the right to appeal the decision if they are not satisfied with the outcome. Appeals must be submitted in writing within 10 working days of receiving the decision.

Confidentiality and Data Protection

All complaints and investigations will be managed with strict confidentiality. Information will be shared only with those directly involved and in compliance with UK GDPR. Breaches of confidentiality may lead to disciplinary action.

Support for Affected Individuals

We recognise the potential stress involved in cases of discrimination. When there are funds available or if we can secure pro bono help Heal Rewilding provides support to all parties, which may include:

- Access to counselling or external mental health services
- Mediation services to help resolve conflicts
- Ongoing support to ensure issues are resolved and prevented from recurring

Preventative Measures and Code of Conduct

We are committed to preventing discrimination through:

- Regular training on equality, inclusion, and workplace conduct, as funding allows



- Issuing a Code of Conduct to employees, volunteers, and visitors that outlines respectful, inclusive behaviour
- Monitoring team dynamics to proactively identify and address any emerging issues
- Our Code of Conduct applies equally to external partners, visitors, and contractors, to maintain a positive environment for all associated with Heal Rewilding.

Monitoring, Review, and Feedback

We monitor incidents of discrimination to identify trends and implement preventative measures.

This policy is reviewed annually or in response to changes in legislation or organisational needs. Feedback on this policy is welcome from all individuals to support ongoing improvements.

Conclusion

Heal Rewilding is dedicated to providing an inclusive and respectful environment, free from discrimination. We are committed to addressing discrimination effectively and promptly, promoting fairness and dignity for all.

Contact Information

For questions or further information, contact:

- Address: Heal Rewilding, Lower West Barn Farm, Bindon Lane, Witham Friary, Frome, BA11 5HH
- Email: heal@healrewilding.org.uk
- Phone: 01749 684757

Adoption and Review

Adopted: 14/11/2024

Last Reviewed: 14/11/2024