

Equality Diversity and Inclusion at London Wildlife Trust

Annual Report 2022-23



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London
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Trust

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Report author: Leah McNally, Director of Learning Youth and Communities. With input from the wider EDI working group including Emily Fox, Abi March, Karen Frances, Alisha Hobbs, Eve Edwards, Ollie Watson, Latha Mamo, Mathew Frith and Jen Robertson.

1. Introduction

London Wildlife Trust (the Trust) began its Equality Diversity & Inclusion (EDI) journey in 2011, a Diversity Action Plan was created and representatives from across the Trust began meeting regularly to progress actions. With the launch of our youth engagement project 'Keeping it Wild,' in 2016, a renewed approach to EDI was taken, the project acted as a catalyst.

In 2021 the Trust worked with consultants from The Diversity Partnership to review (including interviews with key staff) our EDI journey to date, create a new strategy and provide two online training sessions to the whole staff team. The Diversity Partnership created an EDI Strategic Framework for the Trust which identified five key strategic areas:

- **360 Ownership:** EDI must be ultimately owned and driven by leadership, aligned to and a level of ownership felt by the broader organisation. EDI should be at the heart of the organisation and built into the way the Trust operates.
- **Culture of Allyship:** The Trust should, and is, building an inclusive and supportive culture that supports all people from all backgrounds and characteristics. Activities such as training, education, socialisation and EDI supporting partnerships are required to drive inclusivity.
- **Process and Policies:** The Trust to ensure that policies, procedures and processes across the business support diversity and drive inclusion to ensure consistent support and application.
- **Reporting and Accountability:** The Trust to introduce, prioritise and share metrics that track progress over time, ensuring all employees are accountable.
- **Leading the Way:** In a sector that struggles with EDI, once the Trust is delivering against its objectives, the Trust should be positioning itself as a leader in order to help others and improve the entire sector.

Since then, the Trust has worked to firstly identify positive actions and changes and, operationalise the strategic framework. This has been achieved through a new quarterly action planner and review at quarterly meetings of the EDI working group. After running in this format for a full year, this is the first EDI report that the Trust has produced. It will be produced annually, with this first report used as a baseline.

Alongside this work, the Wildlife Trusts (TWT) have invested in three EDI roles within the central team, comprising of a Strategic Lead for EDI, a Learning and Training Manager and an EDI Intern. The central team have developed pan-movement initiatives such as a 'Wild about Inclusion' Framework and Vision, a centralised training programme, podcasts and the launch of four staff networks.

2. Executive summary

In the Trust's first EDI annual report, the following highlights have been identified for 2022/23. The Senior Management Team has grown to six (previously five), increasing from one woman to two women, both of whom identify as being from under-represented backgrounds.

The demographics of our staff body (collected as a baseline for this year) show that the Trust is broadly reflective of the demographics of London in the following areas: Living with a disability (14% of staff compared to 15.7% of all Londoners), sexual orientation (14% from the LGBTQIA+ community compared to 3.8% in 2019), gender identity (2% non-binary compared to 0.08% in London) (Office for National Statistics, ons.gov.uk).

There is room for improvement in terms of ethnicity (the makeup of London is 20.7% Asian, 13.5% Black, 5.7% mixed ethnicity). As a total of 46.2% (including Asian, black, mixed and 'other' ethnic groups) in London compared with a total of 17% of staff from Black, Asian or 'other' ethnic groups at LWT). However, given that the environment sector is the second least diverse after agriculture (The Race Report 2022), these statistics are a relatively positive baseline to build upwards from.

Three key changes within HR processes have been across recruitment, onboarding and experience. The Trust now holds a 'Disability Confident Badge' which means that interviews are guaranteed for candidates with disabilities who meet the minimum criteria within the person specification. The trust also aims to progress to a higher level within the scheme in the future. This year training was provided for the staff team on Deaf Awareness in May 2022 with 32 staff signing up to attend. In addition, Mental Health First Aid training took place in December 2022 and February 2023.

It is clear the Trust's Paid Traineeship scheme has been significantly responsible for diversifying the organisation, as well as helping to diversify the sector more broadly. The programme has a high success rate with 65% of Trainees going on into paid work or further training in the sector. 93% of Trainees coming from Black, Asian or other minoritised ethnic backgrounds, 61% living in areas of higher socio-economic deprivation and 41% living with a disability. Seven Trainee alumni now work at the Trust which equates to just above 10% of our total staff team.

Alongside the Paid Traineeship programme, in July 2022 the Trust launched a new Youth Board and also won a London Faith & Belief Community Award for these initiatives.

The Trust has shown leadership and is seen as a pioneer in The Wildlife Trusts' movement for youth governance and EDI, which were showcased to Leaders across the movement during the November 2022 '*Seeing is believing*' three-day leaders conference hosted by the Trust, in London.

The Trust's Family Learning programme at Centre for Wildlife Gardening funded by SALS (Southwark Adult Learning Service), has been recognised by Southwark Council for engaging an ethnically diverse audience, in the 2021/22 funding year 61.5% of

participants on the Trust's programme were non-white British, which is in line with the population of Southwark. The Trust has also launched a new regular family learning session 'SENsation' focused on catering for children with Special Educational Needs and Disabilities (SEND).

In March 2023, the Trust's '*Seeding Change*' report was published, looking at the barriers for women and non-binary people of colour in nature conservation volunteering. The Trust will draw upon this report to develop further initiatives in 2023/24 including a new position statement on the history of nature conservation.

In the past year two new purple brand colours have been introduced which have a higher contrast when using white text on top, as issues had been encountered when using the signature green colour previously. All social media posts are now posted with 'alt text' to allow screen readers to describe any images that are posted.

The Trust's events programme has been focused on expanding out from the Christian calendar to also include some events themed around a wider range of cultural dates. This has meant that along with successful initiatives such as 'Storytelling with Santa,' there were also events themed around a wider range of religious holidays and festivals, in addition. Titles for events have been reviewed and amended to be more inclusive to a wider range of faiths and cultures. For example, 'Easter Egg Hunt' has been titled 'Spring Egg Hunt' and 'Christmas Crafts Workshop' was titled 'Winter Crafts Workshop.'

The Trust's representation on the Mayor of London's Rewilding Taskforce and the Forestry Commission's Regional Advisory Committee was used as an opportunity to showcase some of the Trust's work, e.g., the Youth Board and Keeping it Wild paid traineeship programme.

A survey was conducted on the Trust's supporter e-newsletter content, this included three EDI questions. Responses to the EDI questions were that 92% of people thought there was a diverse range of people were included in imagery, 90% of people thought that a diverse range of locations/communities were included in content and 98% of people did not experience any problems or barriers in accessing emails and information that was sent.

3. External context

The environmental sector is the second least diverse, after agriculture (The Race Report 2022). The ongoing effects of the pandemic, campaigns such as Black Lives Matter, and the cost-of-living crisis has meant that issues of inequality have become even more evident.

[The Race Report](#) was launched in 2022 and aimed to focus on charities and funders working on environmental and conservation issues to highlight the need for greater representation in sustainability and climate action.

In addition, there has been a heightening of awareness around women's safety due to press coverage of the murders of Sabina Nessa in Kidbrooke Park, south-east London and Nicole Smallman and Bibaa Henry in Fryent Country Park, north-west London as well as Sarah Everard in south-west London. Many women also believe that local authorities and organisations are not doing enough to ensure the women feel safe whilst in parks and green spaces, particularly after dark ([Barker and Holmes, 2022](#)).

Unfortunately, the reality of our urban and green landscapes is that many people who experience racialised and gendered discrimination can often – out of necessity – be more preoccupied with avoiding potential danger than enjoying the spaces they are in ([Greater London Authority, 2022](#)).

In the context of environmental justice, the climate crisis is affecting quality of life, particularly for those living in cities like London where the urban heat island effect is worsening ([Climate Change Committee's EDI Strategy 2022](#)).

In 2017 the Charity Commission published a major new report '[Taken on Trust: The Awareness and Effectiveness of Charity Trustees in England and Wales into trusteeship](#)' which has revealed that there are significant issues with diversity and support within the charity sector. The research found that men outnumbered women on trustee boards by almost two to one and that one in 12 trustees are called either 'John' or 'David,' according to research into the register of trustees. The report highlighted many other issues with trustee diversity, finding that 92 per cent of trustees were white, 51 per cent were retired, 75 per cent were richer than average, and 60 per cent had a professional qualification.

4. Equality Diversity and Inclusion statistics for our organisation

The following Equality Diversity and Inclusion data has been collated for this first annual report, covering 2022/23. The intention is to use this data as a baseline and monitor changes annually.

Currently there are a total of **63 employees** at London Wildlife Trust. The following data has been collated:

- **Ethnicity:** 73% white, 17% from Black, Asian or other minoritised ethnic backgrounds, 10% not disclosed.
- **Socio economic (self-identified):** 13% from lower socioeconomic background, 29% are not, 59% unsure or did not disclose.
- **Gender identity:** 68% female, 29% male, 2% non-binary, 2% not disclosed.
- **Sexual orientation:** 51% heterosexual, 14% from the LGBTQIA+ community, 35% not disclosed.
- **Disability:** 14% living with disability, 56% not living with a disability, 30% not disclosed.

Over the year 2022/23 there has been a total of **17 paid trainees** at London Wildlife Trust, the following data has been collated:

- **Ethnicity:** 93% from Black, Asian or other minoritised ethnic backgrounds
- **Socio economic:** 61% living in areas of higher socio-economic deprivation
- **Gender identity:** 59% female, 28% male, 13% non-binary
- **Disability:** 41% living with a disability

Currently the Trust has a Board of **12 trustees**. The Trust doesn't currently hold a full set of EDI data on the makeup of the Board, however in 2023/24 the Trust will promote take up of the Annual Staff and Trustee EDI survey, so that in future years there will be a baseline data set.

EDI statistics for our **volunteers** is currently collected anonymously (in the same way as for job applications by HR), therefore the Trust is unable to link the demographics of individual volunteers who are current / active within a given year. The Trust has moved to using a new volunteer management system (ThankQ) therefore from April 2023, and aims to be in a position to collect and analyse EDI data for individual active volunteers in year.

5. Overview of what has been achieved by London Wildlife Trust in 2022-23

• 5.1 Senior Management Team

Our Senior Management Team (SMT) has grown to six (previously five), increasing from one woman to two women, both of whom identify as being from under-represented backgrounds.

EDI as a theme has been emboldened in the Strategic Plan review undertaken by SMT and the Board. The 2030 strategy '*Bringing Nature Back to London*' was launched in May 2022, with EDI as a clear focus.

EDI has featured in several staff meetings and a member of SMT is sitting on The Wildlife Trusts (TWT) EDI Working Group and Community of Practise. SMT are also representing on TWT Staff EDI networks, along with members of the wider team.

London Wildlife was invited to host the TWT Leaders conference in November 2022, all of SMT were involved in hosting and showcasing the work of the Trust. This three-day event was curated by the Trust, working with the TWT central team and was themed around youth governance, EDI and urban nature conservation.

Unfortunately, the Trust has received regular negative posts on social media regarding target audiences for youth programmes, this has been in the form of multiple incidents of racist comments online around Keeping it Wild Traineeships. Therefore, SMT took the decision to post an [anti-racism statement](#) on Instagram in November 2022, which received 770 likes.

• 5.2 HR / Policy

There has been a great deal of progress made with change becoming much easier to implement with the progression in understanding and ownership across the organisation. As the Trust develops understanding of the importance of imbedding good practice, changes within departments like HR are better embraced. As always, the biggest hurdle is capacity within the team.

Three key changes within HR processes have been across recruitment, onboarding and experience. The Trust now holds a 'Disability Confident Badge' which means that interviews are guaranteed for candidates with disabilities who meet the minimum criteria within the person specification. The trust also aims to progress to a higher level within the scheme in the future.

This year training was provided for the staff team on Deaf Awareness in May 2022 with 32 staff registering to attend. An EDI essential training course on iHasco is now mandatory for new starters. Mental Health First Aid training took place in December

2022 and February 2023. In addition, a number of staff have attended a variety of EDI training sessions led by TWT.

The new starter process has been revamped to ensure a more robust approach with all new starters receiving a greater level of information from departments across the Trust. This also includes optional training on Microsoft apps to make sure there isn't an assumption that all new starters will have the same base level knowledge. The inductions also include information on our EDI Working Group, staff networks, and how to raise concerns.

- **5.3 Nature Reserves / Conservation / Policy, Planning and Research**

Nature reserves staffing has been through significant churn over 2022-23, so progress on EDI planner actions has been slower than anticipated. Recruitment of new Senior Reserves Officer has accommodated changes, and the new Head of Conservation has joined the EDI Group. Through the Board's 'deep dive' into nature reserves (begun in November 2022), and reflecting the Strategic Plan's ambitions, an initial assessment of all reserves will identify where future investments might best be taken to broaden accessibility enhancements across the portfolio, including infrastructure and foci for outreach.

New conservation policies have been reviewed to assess language as well as external policy/legislative drivers. The Youth Board has been encouraged to develop a Sustainability Policy with a view circulating a draft in summer 2023.

The Trust's representation on the Mayor of London's Rewilding Taskforce and the Forestry Commission's Regional Advisory Committee has been used as an opportunity to showcase some of the Trust's work, e.g., the Youth Board and Keeping it Wild paid traineeship programme.

External drivers, such as a greater political focus on the nature crisis, rewilding and species introductions, let alone carbon capture and climate change adaptation, will likely require a need to fast-track the planned nature conservation philosophy statement, stalled due to the speed of a dynamic policy framework.

- **5.4 Learning, Youth and Communities**

One of the key areas of work within Learning, Youth & Communities (LYC) team has been the creation of a new impact measurement toolkit, framework and databank, enabling the team to effectively assess progress against strategic objectives within the 'Inspire' goal. This includes monitoring data for participants and beneficiaries across London Wildlife Trust teams and activities.

The Trust's Paid Traineeship programme has been running since 2018. In 2022/23 a total of 17 trainees completed the programme. 94% of our Trainees come from Black, Asian or other minoritised ethnic backgrounds, 59% living in areas of higher socio-economic deprivation and 41% living with a disability. Alongside this, the Trust recruited 12 young people for a new Youth Board which launched in July 2022, with an associated

mentoring scheme including Trustees and the Senior Management Team. 67% of our Youth Board members came from Black, Asian or other minoritised ethnic backgrounds and 33% are living with a disability. The Keeping it Wild project received an award from the London Faith & Belief Community Awards.

The Trust's second annual Green Jobs Fair was held in October 2022, the Fair attracted a total of 123 people from ethnically diverse backgrounds. This initiative is key to raising awareness about green careers and job / training opportunities within the environmental sector for under-represented young people.

There has been a continued focus on youth-led communications with Trainees publishing blogs on the Trust's website, many of these have contained narrative around EDI and the issues within the sector. In addition, there have been regular Instagram takeovers along with new content creation which has platformed and amplified the voices of the Trainees.

The team have also been sharing learning internally on the Trust's paid traineeship programme Keeping it Wild and externally, championing inclusive training placements for young people aged 16-25 from background that have been historically excluded from the environmental sector. This has included hosting a knowledge sharing day with Derbyshire & Norfolk Wildlife Trusts, 1-2-1 calls with multiple Wildlife Trusts and organisations across the sector and showcasing youth programmes and community-focussed work at The Wildlife Trust's Leaders Conference, '*Seeing is believing*' which featured a panel talk from the Trust's Youth Board. The team co-delivered training with London Youth, focussing on youth involvement and how to make volunteering opportunities more inclusive and accessible for broader range of people.

In 2022/23 the team also commenced new projects and outreach initiatives with a range of partners which focused on broadening the Trust's reach and audiences, including: (a) *Nature Nurtures* (Arts Council England-funded) which focusses on trialling new micro-volunteering opportunities for young people (16-25) from a diverse range of backgrounds; (b.) *Seeding Change* (Natural-England-funded), a research project exploring barriers and solutions for improving access to practical conservation volunteering for women and non-binary people of colour; (c.) *Nextdoor Nature* (National Lottery Heritage-funded), a project focussing on community-organising approaches to support young people to mobilise and take action for nature in their own communities.

Targeted family and community learning outreach programmes continued at Woodberry Wetlands, Walthamstow Wetlands, Centre for Wildlife Gardening and Camley Street Natural Park. The Family Learning programme at Centre for Wildlife Gardening, funded by SALS (Southwark Adult Learning Service), has been recognised by Southwark Council for engaging an ethnically diverse audience, in the 2021/22 funding year 61.5% of participants on the Trust's programme were non-white British, which is in line with the population of Southwark. The Trust has also launched a new regular family learning session 'SENsation' focused on catering for children with Special Educational Needs and Disabilities (SEND).

The Trust's work with local primary schools continues to engage a diverse audience. In 2022-23 schools from 23 London boroughs were engaged. The team have developed the

school offer to promote to students in every session people working in science and conservation, past and present, of different genders, ethnicities and ages.

The world of volunteering has gone through significant change from the pandemic, and the sector as a whole is still working out what has changed and if those changes will continue to develop. For example, volunteer numbers have more than halved, the proportion of women has noticeably decreased, and volunteers aged 35-60 have all but vanished. Whether these changes are here to stay is still not certain. Therefore, recruitment expectations and aims aren't easy to fix yet.

In the year 2022-2023, the volunteering department has made some changes, but has mainly focused on preparation for bigger changes 2023-2024. To date, training for volunteer managers now includes more EDI and especially recruitment of younger people and their involvement in volunteering. The Volunteering Support Officer has attended training and has supported several volunteer managers with greater inclusion in the recruitment and support of volunteers. This includes active support of people living with mental health needs and substance abuse issues to improve their health and wellbeing volunteering in nature with the Trust.

- **5.5 - Visitor Experience**

An accessibility audit was completed by a volunteer with expertise in accessibility at Walthamstow Wetlands in October 2021, an action plan outline was created, but requires the addition of SMART targets and investment from partners and funders to implement. Key findings and recommendations were around seating / benches on site, re-profiling path edges to remove ledges, and improving signage & wayfinding information including facilities and distances of various walking routes.

The Trust's events programme has been focused on expanding out from the Christian calendar to also include some events themed around a wider range of cultural dates. This has meant that along with successful initiatives such as 'Storytelling with Santa,' there were also events themed around a wider range of religious holidays and festivals, in addition. Titles for events have been reviewed and amended to be more inclusive to a wider range of faiths and cultures. For example, 'Easter Egg Hunt' has been titled 'Spring Egg Hunt' and 'Christmas Crafts Workshop' was titled 'Winter Crafts Workshop.'

Bain consultancy have supported with research into customer journey, assessing distinct audience groups. A report has been produced for implementation. A priority has been making the journey more inclusive including the digital offer.

The team have assessed toilet facilities to make these more inclusive. This has involved removing 'male' and 'female' signage on cubicles in the gender-neutral toilet at Camley Street Natural Park, as well as adding sanitary bins into every cubicle. This is being reviewed at other sites. Work has taken place to improve the pre-visit accessibility information on the Trust's website (reserves and events pages), so that people can make informed decisions before they visit. The importance of toilet facilities for women and people with disabilities has also been highlighted in the Trust's '*Seeding Change*' report.

The Team at Walthamstow Wetlands have focused on reaching out to groups across the borough to create community links and widen awareness of the nature reserve.

- **5.6 Marketing and Communications**

The Marketing and Comms team use a calendar spreadsheet to plan social posts throughout the year, ensuring the promotion of inclusion and celebratory days and months, e.g., Pride, Black History Month, International Woman's Day etc. With a new Content Officer, joining the team last February, a higher quantity of content throughout the week has been produced. Staff have also been encouraged to share their stories and experiences to speak about themselves and help create content to amplify under-represented voices. This has included a story launched for Black History Month [*Access to all things nature by Lois Donegal*](#).

The Trust is striving to improve brand accessibility. In the past year two new purple brand colours have been introduced which has a higher contrast when using white text on top, as issues had been encountered when using the signature green colour in the past. All social media posts now are posted with 'alt text' to allow screen readers to describe any images that are posted. The 'Tone of Voice' document has had some edits to further reflect this. From late 2022 a new Assistant joined the team, and time has since been spent updating the Image Library to include better representation. A photoshoot was planned, however due to the photographer moving and encountering difficulties finding an authentic model LGBTQIA+ family, this shoot will be rescheduled.

The Marketing and Comms team hosted a series of events as part of a 'roadshow' in the summer to speak to as many members of staff as possible and ensure they were both aware of our brand and how to use it, as well as showcasing best practises when it comes to accessibility and inclusion.

A spot check review of our external comms was conducted by members of the EDI working group, the findings of which will need to be implemented by the Marketing and Comms team.

The Trust's Next-door Nature Communities and Youth Comms Officer has carried out research and created an action plan, which includes integrating a community organising approach into the wider organisation. Next-door Nature has established partnerships with community-led groups to act as a direct line of support and connection. These projects are community-led with the Trust acting as a support. With the Trust's Youth Board due to be more involved with the project, focusing on campaigning and storytelling, the feedback loop both internally and externally from young people leading on taking action for nature will be strengthened.

- **5.7 - Fundraising**

The project initiation document (PID) used across teams, now asks people to consider EDI outcomes when filling in the section 'Which agreed LWT outcome will the project

help us to achieve.' The supporting notes asks staff to consider any EDI outcomes under Goal 1 – Inspire. This addition will encourage people to consider the role of EDI in their proposed initiative.

The monthly supporter e-newsletter has been reworked to create more engagement with readers. One of the considerations was accessibility, there are now fewer links, the copy has been reduced and the content is clearer. These changes have led to an increase people engaging with content, with higher open and click-through rates.

A survey was conducted on the Trust's supporter e-newsletter content, this included three EDI questions. Responses to the EDI questions were, 92% of people thought that diverse range of people were included in imagery, 90% of people thought that a diverse range of locations/communities were included in content and 98% of people did not experience any problems or barriers accessing emails and the information in them. One thing to note is that accurate information on the demographics of the Trust's email audience is not currently held. However, the feedback is promising, and the Trust will strive to increase efforts with the content sent to supporters.

In the Spring edition of *Wild London* magazine, a piece written by a former Keeping it Wild trainee (now a Trust member of staff), Lirayen was included. Lirayen spoke about the challenges she faced when seeking a career working with wildlife and ways in which everyone can get involved in supporting their local green spaces. Including further diverse voices in the magazine in the future and creating content that will resonate with wider audiences is being further considered.

6. Key recommendations and priorities for 2023/24

In line with the Trust's EDI Strategic Framework, **360 Ownership; Culture of Allyship; Process and Policies; Reporting and Accountability;** and **Leading the Way** - the following recommendations will be taken forward in 2023/24. These areas have been identified by team representatives sitting on the EDI working group.

Process and Policies: A new EDI policy due will be released early in Q1 of 2023/24 as well as a new Family Friendly policy including a very competitive offer to ensure working parents are better supported.

Culture of Allyship: Training on Mental Health first Aid will take place in May 2023. The Trust has identified the need for a Menopause Awareness Policy which will be accompanied by training in October 2023. In addition, training will be available on Gypsy, Traveller and Roma communities, which staff will be strongly encouraged to attend.

Leading the Way: As a follow on from the Trust's '*Seeding Change*' report, a need has been identified to create a **position statement on the history of nature conservation** to provide context and explain why some of the barriers for under-represented groups / people exist within the sector. This will cover why the structures and barriers exist, for example as a result of the history of land ownership, extraction and slavery. To compliment this piece of work the Trust will aim to produce a **series of short films** that explain the findings of the *Seeding Change* report that illustrate the position statement. This piece of work will use listening exercises and co-creation as methodologies.

Culture of Allyship: The Trust will begin a development phase for a large-scale project '**Reuniting Sydenham Hill and Dulwich Wood**' this will involve consultation with people that are not currently accessing these sites as well as a full Access Audit that will be carried out by consultants. The project will have a focus on conserving the largest remaining tract of the Great North Wood as well as involving a wider range of people in the Woods.

Reporting and Accountability: The Trust will contribute to the **2023 Race Report**, independently as London Wildlife Trust.

360 Ownership: The Trust will begin a **brand review** in 2023, relevant to our EDI work will be how the Trust can better tailor our brand to audiences, specifically under-represented young people / communities.

Culture of Allyship: The Trust will design and install new **signage and interpretation at Walthamstow Wetlands** with the aim of making the nature reserve more welcoming, friendly, and accessible outdoors.

Process and Policies: The Trust's **Carbon Reduction Strategy** (currently in draft), will become an increasingly important driver for the organisation in terms of delivery, monitoring and reporting; EDI objectives will need to be effectively integrated with this.

Process and Policies: A new organisation-wide **volunteering strategy** will be progressed which will include a focus on EDI and youth-led volunteering. Anticipated changes to be implemented include accurate data collection and monitoring of EDI information on our volunteers and developments to the make-up of our volunteer cohort. More training focus on recruitment and inclusion within our volunteer base as well as tools to support this for example an overhaul of the website and recruitment materials, the focus will be on quality rather than quantity.

Reporting and Accountability: The Trust will promote take up of the Annual Staff and Trustee EDI survey to ensure we have **baseline EDI information for our Board of Trustees**.

360 Ownership: The Trust will begin a review of its **Ambassadors** scheme and will develop plans for involving more up and coming young ambassadors in this scheme to showcase diverse young people who are active in the environmental sector.

Culture of Allyship: The trust will further develop **SEND provision** based on findings from CSNP pilot. Further training for Learning team on engaging people with additional needs will be implemented.

Reporting and Accountability: The Trust will create **records of accessibility improvements that are undertaken on nature reserves** for inclusion in the next EDI annual report. In addition, updates will be provided on proactively asking contractors for EDI policies.

Appendix 1

With thanks to the EDI working Group members 2022/23

Name	Role	Dept
Leah McNally	Lead	Learning, Youth & Communities
Abi March	Lead	Learning, Youth & Communities
Emily Fox	Member	Learning, Youth & Communities
Karen Frances	Member	Learning, Youth & Communities
Bobbi Benjamin-Wand	Member	Learning, Youth & Communities
Chantelle Lindsay	Member	Learning, Youth & Communities
David Mooney	Member	Development
Latha Mamo	Member	Development (Fundraising)
Christina Sharp	Member	Development (Fundraising)
Margaret Ruttle	Member	Development
Eve Edwards	Member	Development (Comms)
Ailie McDonald-Wilson	Member	Development (Comms)
Ollie Watson	Member	Development (Comms)
Mathew Frith	Member	Conservation
Richard Barnes	Member	Conservation
Pete Salter	Member	Conservation
Gordon Scorer	Member	CEO
Alisha Hobbs	Member	Central services (HR)
Charlie Sims	Member	Visitor Experience
Jen Robertson	Member	Visitor Experience