

The Wildlife Trusts' **Diversity Report** 2024



Wild About
Inclusion

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CHILD ON SCHOOL TRIP © PETER CAIRNS/2020VISION

Version 1.1 – December 2024
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Introduction

Over the last year or so, there has been something of an organised backlash against equity, diversity and inclusion (EDI), particularly in the United States. The election of Donald Trump as President has even seen some companies cancel years of work put into developing EDI programmes, as they pander to the latest musings of popular politicians.

But, for The Wildlife Trusts, our commitment to equity, diversity and inclusion is not a fad, or something that we can afford to blow hot and cold on. It is fundamental to our core purpose *“to bring wildlife back, to empower people to take meaningful action for nature, and to create an inclusive society where nature matters”* (as set out in our Strategy 2030, published in 2022).

Our vision of reversing the long-term declines in nature, is not something that can be done to people. It is something that must be done by people – diverse, inclusive communities of people – if it’s going to be delivered at pace and scale, and if it is to endure. We need everyone to feel that they can be themselves, that diversity is welcome and celebrated, and that all of us feel empowered to play our part in shaping a better future where nature matters.

There is a huge job to do in reversing nature’s decline, and it makes no sense for there to be physical or cultural barriers, however inadvertent, to making our work as inclusive as possible.

That’s why, over the last five years, The Wildlife Trusts have put a lot of effort into trying to increase the diversity of staff, volunteers and trustees across our federation of 46 locally run charities, and central organisation. This report documents the progress we have made so far, but also identifies the considerable work we still have to do.

Over the last year, we have seen some positive results, successfully reducing our gender, sexual orientation and ethnicity pay-gaps and increasing the diversity of our staff across the federation with an increase of staff with disabilities and LGBTQ+ staff. Whilst our ethnic diversity hasn’t changed significantly for all staff as a federation, the number of federation trainees from minoritised ethnic backgrounds now stands at 11.1%. In addition, 13 individual Trusts have successfully increased their ethnic diversity.

Our staff networks have continued to grow, doubling in size and now supporting over 500 staff from across the federation to be part of a community that they self-identify with.

2024 also saw us put efforts into some new projects, such as testing out ways to diversify our talent pipeline to help us to continue the diversification of our staff. We held our first (and a very successful) careers event, and this is an area of work we will continue to focus on throughout 2025. Another first was our Hope Week event which enabled young people to come together to celebrate nature and join our online community of likeminded individuals.

We have also focussed on increasing the accessibility of our reserves and will be launching our new best practice guide later this year.

We are very pleased to have been awarded the silver TIDE award for our work on equality, diversity and inclusion.

As we look forward to 2025/26, our main focus will be our anti-racism journey, a vital piece of work that will help us to create a safe and welcoming space for people from minoritised ethnic backgrounds to join us as both staff and Trustees. We continue to work with other organisations within our sector and beyond to ensure we move forward together.

We are making progress, but there is still a huge amount to do. I hope this report provides you with the information you need to help The Wildlife Trusts continue to move forward on this journey.



A handwritten signature in black ink, which appears to read 'Greg Burch'. The signature is fluid and cursive, written over a white background.

Chief Executive of
The Wildlife Trusts

At a glance

Our diversity survey shows us that 13 Trusts have increased the ethnic diversity of their staff this year.

This is the second year we have looked at multiple pay gaps.

- Gender
- Sexual Orientation
- Disability
- Ethnicity

All of our pay gaps remain below the national figures where available.

We know as well as working towards having a diverse workforce we also need to be ensuring everyone has access to nature.

Our Nextdoor Nature programme has created over 60 jobs, and over 1,600 communities benefited.

Hope Week is a new annual youth event that helped us engage with over 500 young people many of whom had no or very little knowledge about The Wildlife Trusts.





About us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life. We believe that we need nature and nature needs us. We have more than 940,000 members, over 39,000 volunteers, 3600 staff and 600 trustees. There are 46 Wildlife Trusts, and each is an independent charity formed by people getting together to make a positive difference to wildlife and future generations, starting with where they live.

Collectively, The Wildlife Trusts are committed to bringing about nature's recovery. This is so that people can live close to nature, with land and seas rich in wildlife. To achieve this, the individual Wildlife Trusts work together and with a central charity, the Royal Society of Wildlife Trusts (RSWT). RSWT supports the development of the movement and strengthens its collective voice.

GROUP LOOKING OUT TO SEA © LEIA MORRISON

What is Equality, Diversity, and Inclusion?

Equality is about creating a fairer society, where everyone can take part and can fulfil their potential. It's about identifying patterns of experience based on group identity, and challenging what limits someone's chance to succeed. Our approach to equality recognises that our social identity will impact on our life experiences. This includes gender, race, disability, age, social class, sexual orientation, and religion.

We are all different. Diversity is about recognising the value of difference. It's about understanding each other and truly embracing the diversity of every individual. Diversity is about valuing different identities, knowledge, skills, ideas, and experiences. We can use these differences to create an effective and innovative workforce and increase our effectiveness as a movement.

Inclusion is about positively striving to meet the needs of different people and communities. It's about taking deliberate action to create environments where everyone feels respected, able to contribute and achieve their full potential. Inclusion creates a sense of belonging, feeling respected and valued. Everyone has a part to play in promoting inclusivity and creating an environment where everyone can flourish.

FAMILY IN NATURE © TOM MARSHALL





Becoming Wild About Inclusion

We put equality, diversity, and inclusion at the heart of The Wildlife Trusts. We want to ensure that everyone can experience the joy of wildlife in their daily lives.

We're Wild About Inclusion! This means inspiring, empowering, and engaging people from all backgrounds, cultures, identities, and abilities, to change the natural world for the better. It means creating workspaces where difference is celebrated, everyone can be themselves and flourish, just like nature.

We aim to better understand and address the inequalities experienced by many communities in accessing nature. We recognise that the conservation sector is one of the least diverse professions in the UK. Access to careers and educational opportunities needs to be significantly improved.

We believe being Wild About Inclusion is critical to the future of The Wildlife Trusts, the health and wellbeing of our communities and to wildlife.

We're Wild About Inclusion!

Why we are Wild About Inclusion

There are huge benefits to being Wild About Inclusion and embracing equality, diversity, and inclusion, for The Wildlife Trusts, for our people and for nature.

We need radical inclusion at all levels, so are benchmarking EDI across The Wildlife Trusts to help us monitor and report on our progress.

Our staff will be happier and healthier. An inclusive working environment means everyone has equal opportunity to develop, progress and be recognised at work.

More people will have access to and will benefit from wildlife and the natural environment. People from all parts of society will be supporting nature's recovery.

Our organisational performance will be stronger. Diverse and inclusive organisations have higher innovation, employee satisfaction and increased creativity.

Our volunteers and supporter base will increase. By being more inclusive and relevant to diverse communities, we will attract and engage a wider range of people.



CHILD IN NATURE © HELENA DOLBY FOR SHEFFIELD & ROTHERHAM WILDLIFE TRUST



WOMAN IN GARDENS © GAVIN DICKSON



RESTORE NATURE NOW MARCH © GUY SHORROCK





Our Approach to EDI



Federation-wide EDI vision

The Wildlife Trusts have embedded a culture of inclusion and anti-racism championed by all, with Equality, Diversity, and Inclusion (EDI) at the heart of everything we do. As a federation we are committed to fair and equitable treatment, understand injustice within the environmental sector and beyond, and are leaders for inclusion within conservation as a whole.



The Wildlife Trusts Strategy 2030 Vision

Our vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and everyone inspired to get involved in nature's recovery.



The Wildlife Trusts Strategy 2030 Purpose

Our purpose is to bring wildlife back, to empower people to act for nature, and to create an inclusive society where nature matters.

Diversity Data

We collect basic demographic diversity data on an annual basis, we also collect data to monitor retention and progression.

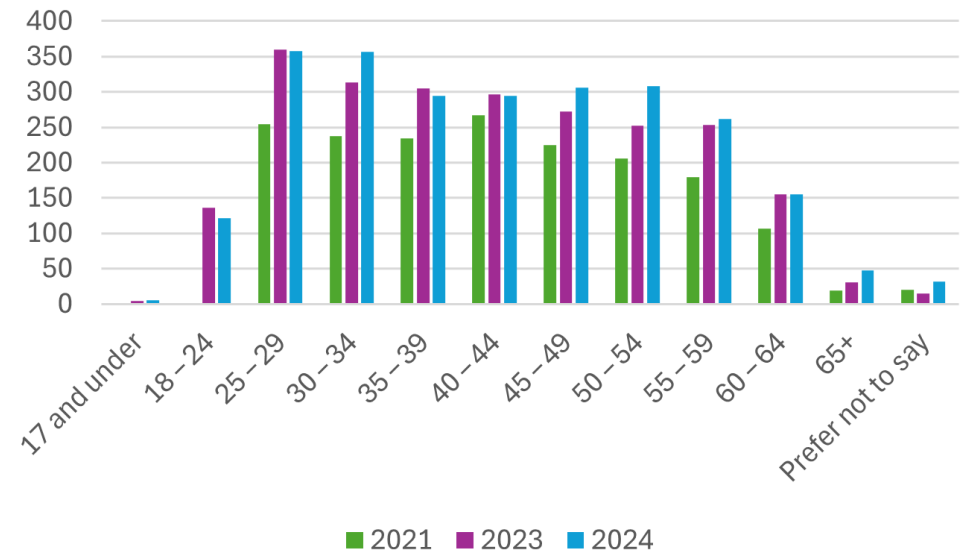
For this survey we had 2,541 participants which is a 67% disclosure rate from our staff and trustees (for 2024 The Scottish Wildlife Trust did not take part) due to the small number of Trustees these are predominantly staff only figures.



Age range

The age ranges haven't changed too much over the last year, we have seen a slight increase in the 45 – 60 age group. The number of 18 – 24 year olds is still very low (19%) so we are doing additional work with emerging adults to try and address that imbalance. The older age bracket is seen on our boards with 53% of our Trustees being over 60.

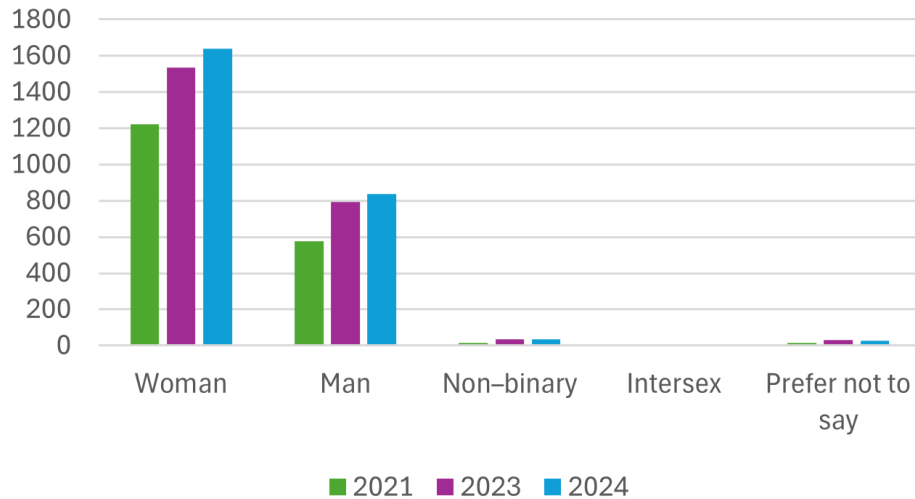
Age Range



Gender

The workforce remains predominantly women with 65% of staff being woman and 33% men. However, for our Trustees this is reversed as they sit at 56% men and 43% women.

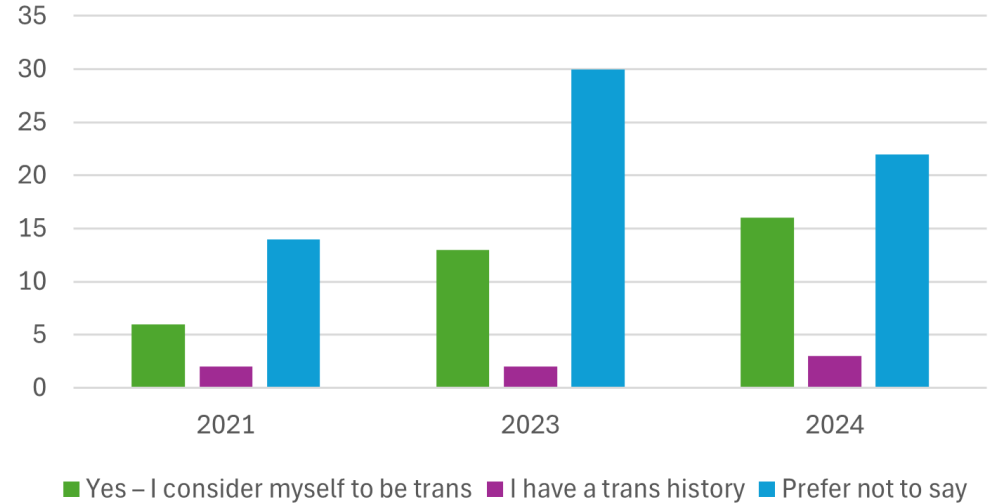
Gender



Trans history

The percentage of staff identifying as either trans or having a trans history sits at 0.6% just above the national (England and Wales) average of those who said they do not identify as the gender registered at birth, which is 0.5% (ons.gov.uk).

Transgender History

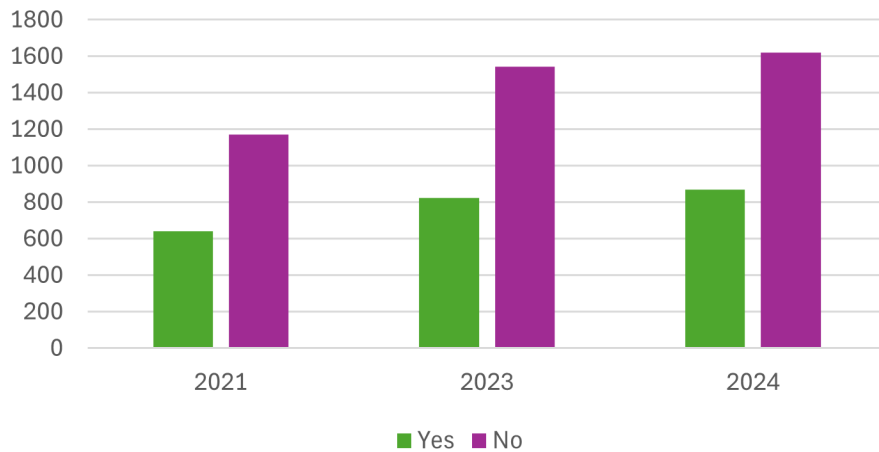


Caring responsibilities

Once again, we are seeing an increase in the number of staff with caring responsibilities which is now at 34%.

There is no representative data at national level as we include caring for children in our data.

Caring Responsibilities

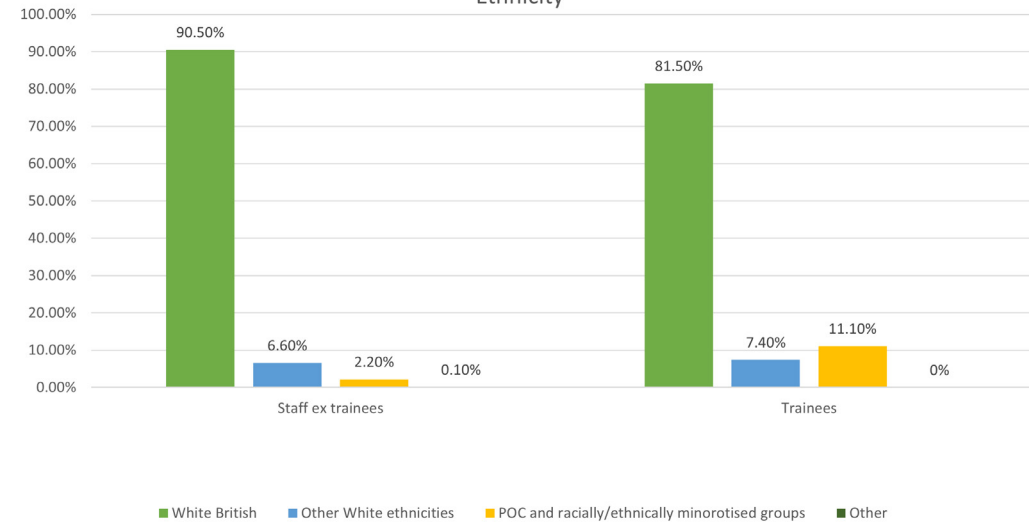


Ethnicity

Whilst our staff (excluding trainees) figure has changed very little since last year, this year our Trainees (all in entry level occupations) sit at 11.1% People of Colour and racially/ethnically minoritised groups. With this diversity in our trainees, it is hoped that it will filter through to increase the federation diversity in the future.

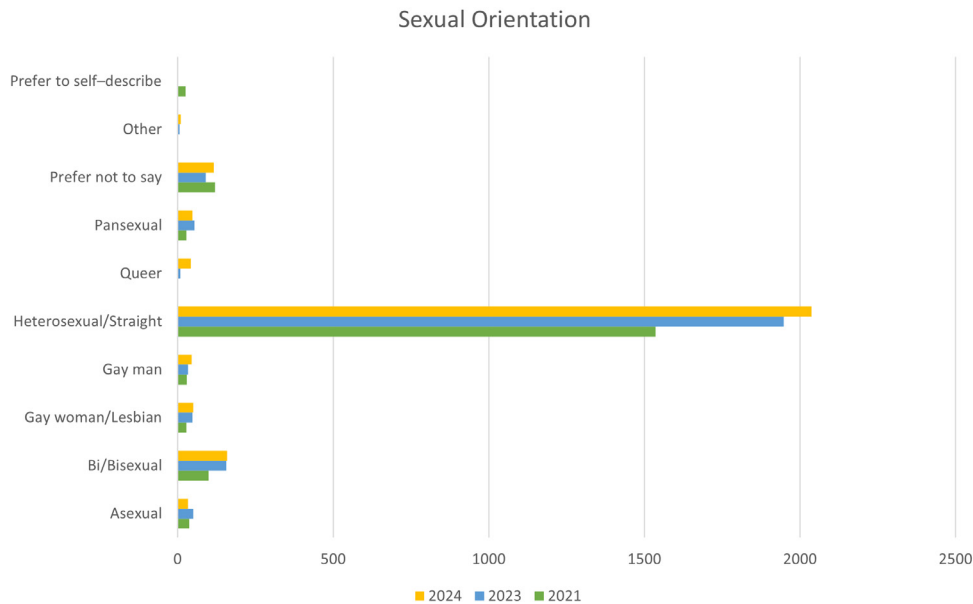
We also have 13 individual Trusts who have increased the ethnic diversity of their staff from last year.

Ethnicity



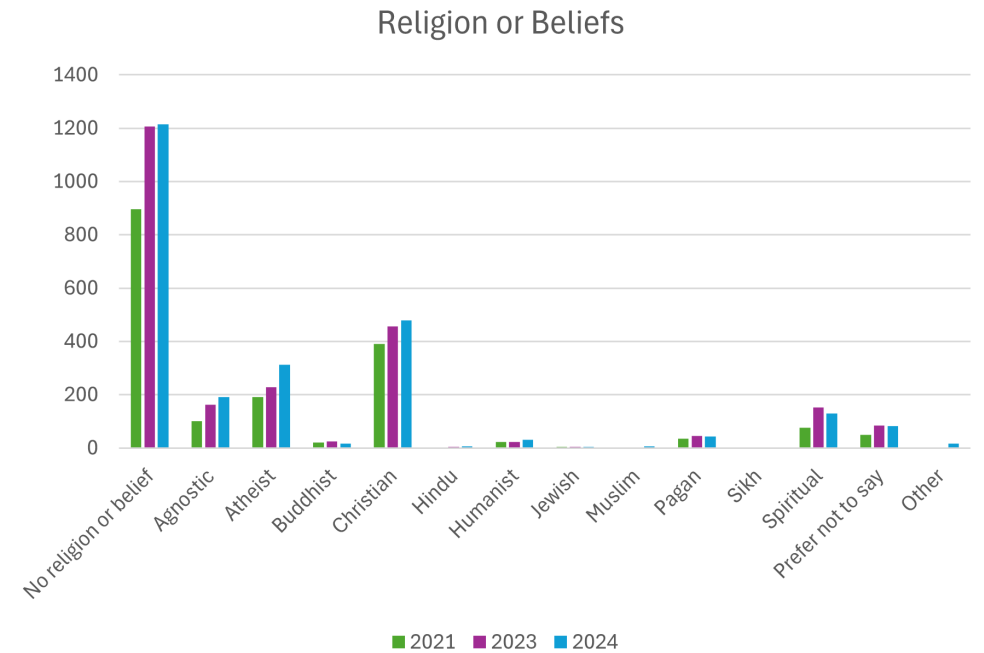
Sexual Orientation

Our LGB+ staff (see above for transgender figures as we report separately) remain at 15% this year again well above the national (UK) population statistic of 3.3% (ons.gov.uk).



Religion

Whilst the number of religions represented within our staff has increased, the largest two groups are still No Religion or Belief and Christianity. We now have 30% of our staff who have a religion other than Christianity which sits at 19%.





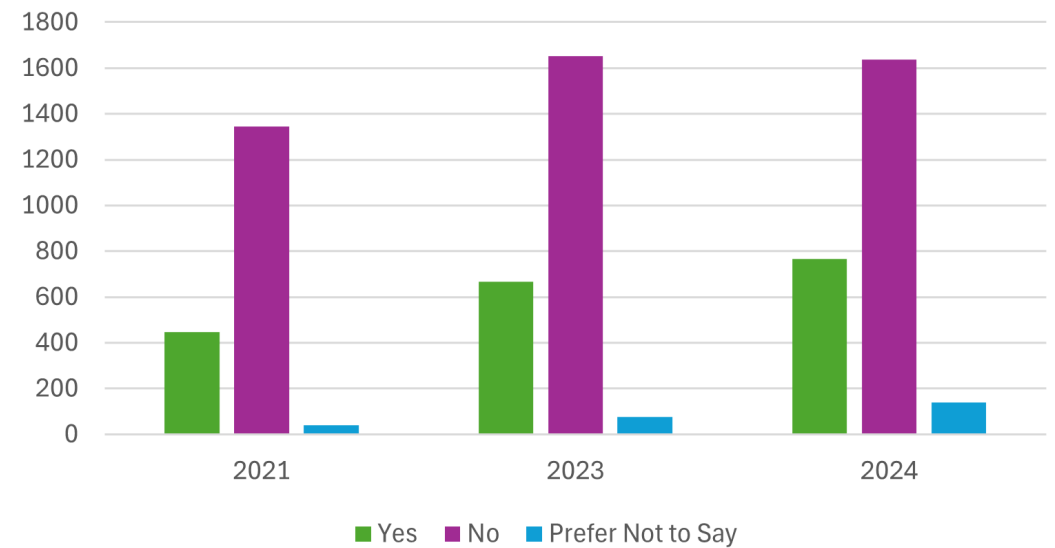
Disability

For this category we include the following:

- Dexterity (for example, lifting and carrying objects, using a keyboard).
- Hearing (for example, deafness or partial hearing).
- Learning or understanding or concentration.
- Memory.
- Mental health.
- Mobility (for example, walking short distances or climbing stairs).
- Socially or behaviourally (for example associated with neurodivergence, e.g. autism, ADHD, and dyslexia).
- Stamina or breathing or fatigue.
- Vision (for example, blindness or partial sight).
- Prefer not to say.
- Other.

The number of disabled staff who work for us now sits at 30% which is above the England and Wales average of 17.8% (ons.gov.uk).

Disability or Long Term Health Condition



Retention and Progression

We know that a key indicator to work satisfaction is to see if staff are staying and progressing within our federation. In total 43.3% of staff have progressed to a better paid and/or more senior role. With 37% in the last 12 months.

We also ask our staff some culture questions where they ranked their response to statements out of 10 (with 10 being the highest):

Question	Member of Staff	Trustee	Trainee
It is important for me to feel part of, and have a strong connection to, the wider Wildlife Trust movement	7.7	8.1	8.3
I feel that my Wildlife Trust is an inclusive place to work for all colleagues/trustees	7.9	8.3	9.0
I am able to be my full self at work/ in my trustee role and feel heard in my role	7.9	8.9	8.9
I speak out when I see racism in action and help to create a truly anti-racist movement	8.8	8.8	9.0
I believe that people are treated with fairness and respect	8.2	8.9	8.9
I understand how my role contributes to the achievement of my Trust's strategy	8.7	9.2	8.7
I would recommend my Trust as a great place to work	8.2	9.0	9.3

Pay gaps

Pay gaps look at the difference in pay between groups doing similar jobs. The Wildlife Trusts have decided to voluntarily report on our gender pay gap – between men and woman, our disability pay gap – between disabled and non-disabled staff, our sexual orientation pay gap – between heterosexual/straight staff and LGBTQ+ staff, and our ethnicity pay gap – between white ethnicities and minoritised ethnicities including people of colour (POC).

We compare the mean pay (average), we have done this, so we are comparable with those organisations where reporting is compulsory.

The results are looking at staff only (not Trustees or Trainees), a total of 2541 responded, with some question responses grouped, or just focusing on the groups where a large enough data set was provided.



Gender

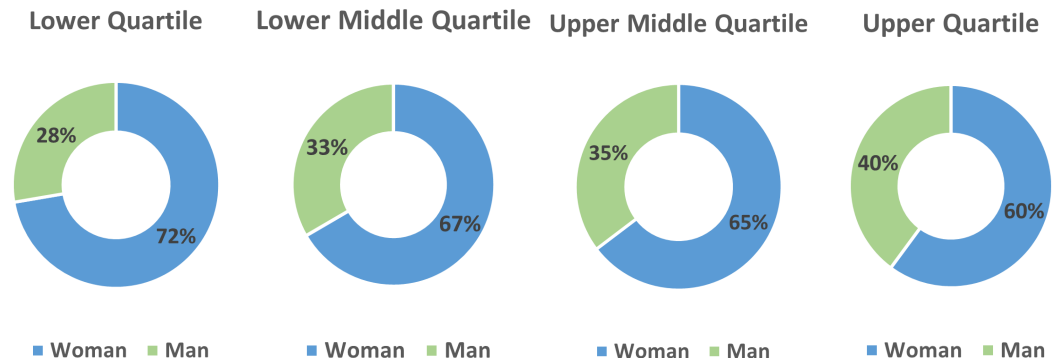
The questions below look just at those that responded with woman or man. This is because the number of responses in other categories are too small for robust analysis.

The baseline for all staff shows that 65% are women and 33% are men.

Overall women on average earn 5.6% less than men. The national (UK) gender pay gap is currently 7% (ons.gov.uk).

Mean Pay Gap	2023	2024
	8.2%	5.6%

The quartiles are split by position in the federation with Lower being Trainee and Entry Level and Upper being Chief Executives and Directors.



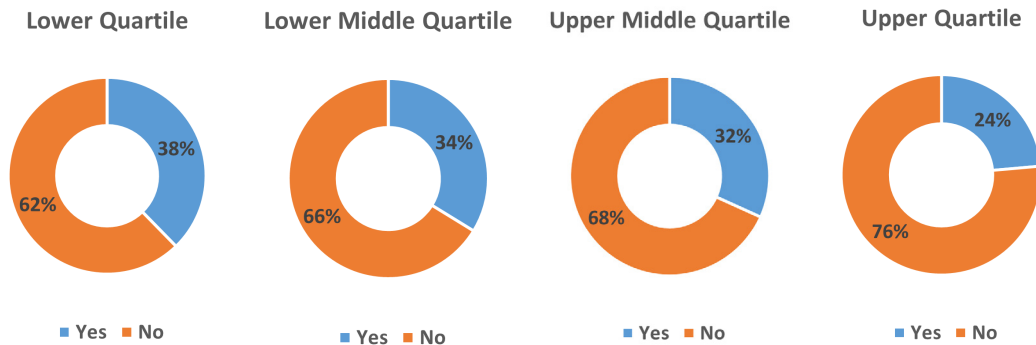
Disability

Almost a third of staff (30%) said they had at least one disability.

Our disability pay gap is 7.1%, the national (UK) disability pay gap is 12.7% (ons.gov.uk) showing we are well below that national level.

Mean Pay Gap	2023	2024
	5.1%	7.1%

The quartiles are split by position in the federation with Lower being Trainee and Entry Level and Upper being Chief Executives and Directors.



NATURE CONSERVATIONS © THE WILDLIFE TRUSTS



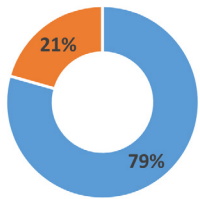
Sexual Orientation

Our sexual orientation pay gap is 7.7%, the national (UK) pay gap for this characteristic is 16% (startups.co.uk).

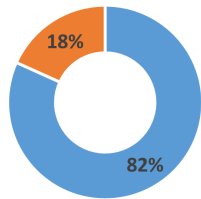
Mean Pay Gap	2023	2024
	8.2%	7.7%

The quartiles are split by position in the federation with Lower being Trainee and Entry Level and Upper being Chief Executives and Directors.

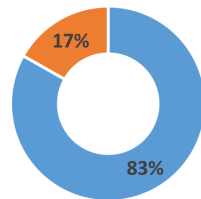
Lower Quartile



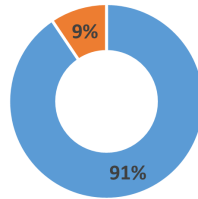
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



■ Heterosexual/Straight
■ LGBTQ+

■ Heterosexual/Straight
■ LGBTQ+

■ Heterosexual/Straight
■ LGBTQ+

■ Heterosexual/Straight
■ LGBTQ+



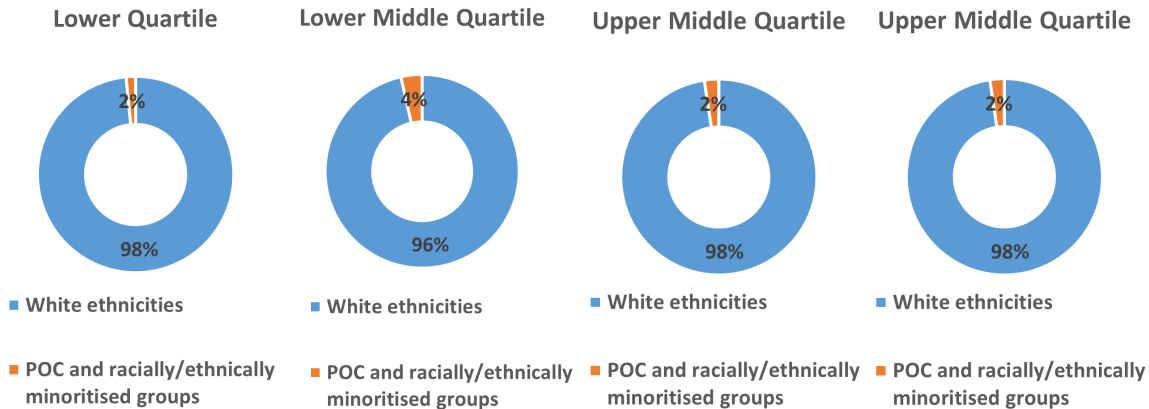
COUPLE IN NATURE © LEIE MORRISON

Ethnicity

Our ethnicity pay gap is 1.2%, currently there are no reliable national figures for ethnicity pay gaps. We are using last year's data as a baseline and are monitoring our data annually moving forward.

Mean Pay Gap	2023	2024
	5.1%	1.2%

The quartiles are split by position in the federation with Lower being Trainee and Entry Level and Upper being Chief Executives and Directors. characteristic is 16% (startups.co.uk).



Our Equality, Diversity and Inclusion Work

We have made great progress with our Equality, Diversity, and Inclusion (EDI) work at The Wildlife Trusts over the last 12 months.

Although our diversity statistics show we do not yet have a fully diverse workforce, a vast amount of work is being undertaken to drive sustained change for the future. Without this work we risk tokenistic changes in diversity that do not lead to the retention and progression of staff from minoritised groups. Getting the foundations for change in place will assist us with our EDI journey.

Safe and Accessible Green and Blue Spaces

At The Wildlife Trusts our purpose is to bring wildlife back, to empower people to take action for nature, and to create an inclusive society where nature matters. In order to achieve this, we need to focus on why some people are unable to, or find it hard to access nature spaces.

Research has shown that the fears that most people have are shared by many and across protected characteristics– fear of violence, crimes, attacks, harassment and hate as well as fundamental accessibility concerns such as lighting, CCTV, parking and access to toilets. Along with concerns over being able to physically access the site or worrying that they may not be using the site ‘correctly’ or have the right clothing which could lead to unwanted behaviour such as name calling, being spat at etc.

We want to take action to address these fears and do as much as we can to help make our green and blue spaces safe and accessible so they can be enjoyed by all.

Know before you go

From the meetings that we had with a variety of organisations it became clear that one of the common barriers preventing minority groups from accessing green and blue spaces is lack of confidence/knowledge about the location before they visit. We have created a new standardised template that makes it simple for organisations to populate this information for their green and blue spaces. This information includes text, accompanied by photos and videos to show elements of the location such as car park surface, distance to a toilet, lighting, proximity of exit points etc and some sites also include virtual tours. Developed initially for The Wildlife Trusts’ nature reserves, we are happy to share this work with other organisations.



Safe and Accessible Best Practice guide

We have worked with other organisations who have undertaken research identifying barriers to accessing nature spaces. We have developed an online best practice guide that can be used by the custodians of our green and blue spaces, like conservation charities, local authorities and landowners to create safe and accessible green and blue spaces. This best practice guide helps to create accessible spaces where people have more confidence and embrace the benefits these spaces can bring to our health and wellbeing. This guide covers tangible and practical issues, like but not limited to; inclusive design, addressing perceptions of crime, available facilities.

Staff Networks

We have six amazing staff networks for our staff across the whole federation. We have over 500 staff supported by these networks. This year our staff networks have hosted the first public event. Our Queer Ecology event was held in February as part of our celebration for LGBTQ+ History Month.

Our staff networks are a safe space for staff to discuss any thoughts and share experiences. Some of the networks have also been organising events and webinars. We took part in more than 20 Pride events this year, promoting The Wildlife Trusts and the staff network at all of the events.



STAFF NETWORKS

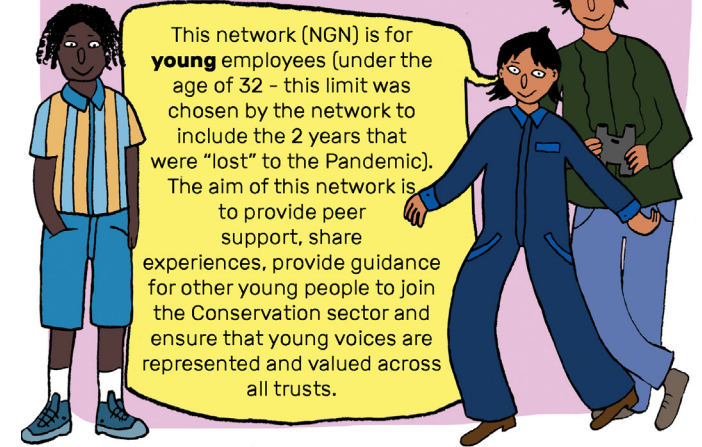
But what are they and who are they for?



Staff networks are groups led by employees who share a common heritage, experience or protected characteristic and who come together regularly to discuss and support each other. The meetings are run by co-chairs and supported by the EDI team at RSWT. The networks are currently only for employees (not for volunteers) from all 47 trusts. Meetings are a safe place where we respect confidentiality and value people's opinions. You can join as many networks as you want!

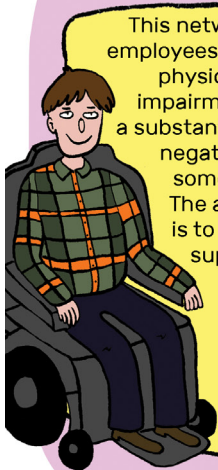


NEXT GEN NATURE

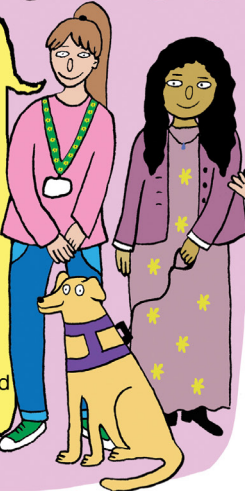


This network (NGN) is for **young** employees (under the age of 32 - this limit was chosen by the network to include the 2 years that were "lost" to the Pandemic). The aim of this network is to provide peer support, share experiences, provide guidance for other young people to join the Conservation sector and ensure that young voices are represented and valued across all trusts.

NATURE FOR ALL



This network (NFA) is for employees with **disabilities**: physical or mental impairments that have a substantial and long-term negative effect on someone's daily life. The aim of the network is to provide peer support, learn from each other and raise awareness around disability inclusion and accessibility in and outside of the workplace.



OUT FOR NATURE



This network (OFN) is for employees who identify as part of the **LGBTQ+ Community** (Lesbian, Gay, Bisexual, Non-Binary, Intersex, Queer, Questioning). The purpose of this network is to provide peer support, to raise awareness around LGBTQ+ history and ongoing struggles, to organise events to celebrate the achievements of the LGBTQ+ community.



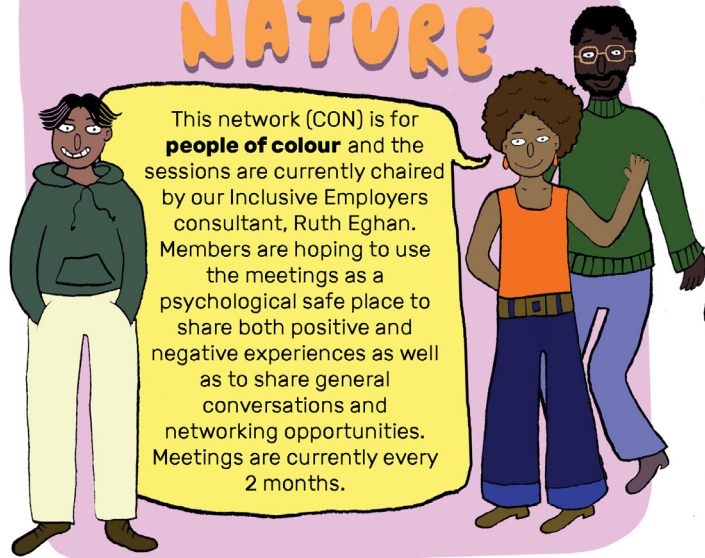
NATURE IN MIND



This network (NIM) is for employees who live with **mental health** conditions. The purpose of the network is to come together to share experiences, to raise awareness around mental health causes, to improve inclusion and well-being practices across all trusts.



COLOURS OF NATURE



This network (CON) is for **people of colour** and the sessions are currently chaired by our Inclusive Employers consultant, Ruth Eghan. Members are hoping to use the meetings as a psychological safe place to share both positive and negative experiences as well as to share general conversations and networking opportunities. Meetings are currently every 2 months.

WOMEN IN NATURE

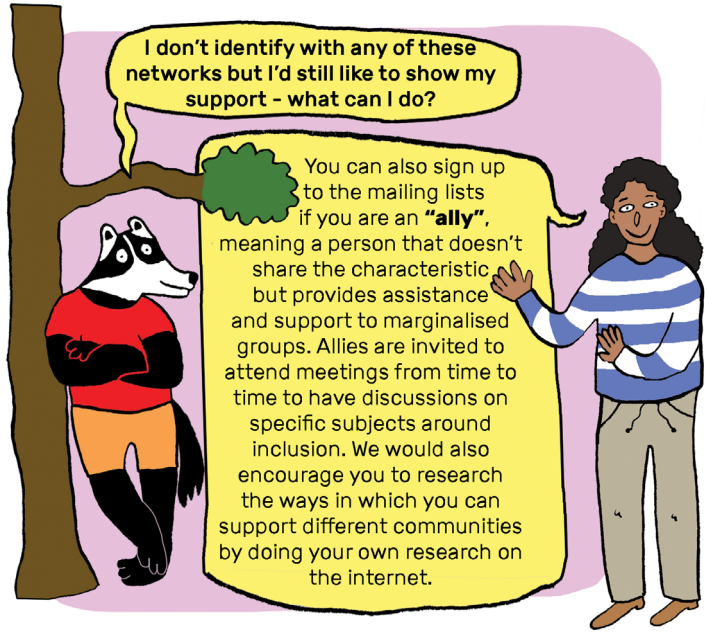


This network (WIN) is an inclusive space for women of all backgrounds including trans women and non-binary people. The aim of this network is to provide a social space to share experiences and celebrate each other, for training and development opportunities, to raise awareness around issues women face and to challenge inequalities in the workplace.

But why are staff networks so important?



Our 5 networks are really important because they contribute to making our organisation into a more inclusive place, where colleagues have the space and time to meet regularly, feel safe, valued and supported at work. It's also an opportunity to get voices heard and find better ways to challenge inequalities together. We want to make sure people can be their full selves at work and can connect with colleagues with similar experiences.



I don't identify with any of these networks but I'd still like to show my support - what can I do?

You can also sign up to the mailing lists if you are an **"ally"**, meaning a person that doesn't share the characteristic but provides assistance and support to marginalised groups. Allies are invited to attend meetings from time to time to have discussions on specific subjects around inclusion. We would also encourage you to research the ways in which you can support different communities by doing your own research on the internet.



And what's on the agenda?

Amazing! Count me in! Where do I sign up?



TIDE

On an annual basis the Royal Society of Wildlife Trusts undertake the Employers Network for Equality and Inclusion's (ENEI) Talent Inclusion Diversity Evaluation (TIDE). TIDE has over 200 questions that score us on 8 areas of EDI work. This is an intersectional assessment which makes it really valuable, and each year we receive a report suggesting which areas of work need to be a focus for the coming year. We are pleased that this last year our progress on EDI earned us the Silver TIDE Award. The bronze, silver and gold awards are given to the top scoring organisations each year.



COLLECTING WOOD ©KATRINA MARTIN / 2020VISION. RESTORE NATURE NOW © GUY SHORROCK



Community Organising

In 2022, The National Lottery Heritage Fund awarded The Wildlife Trusts £5 million to create a lasting natural legacy in honour of The Queen's Jubilee. Over two years, the 44 UK Wildlife Trusts, and the Crown Dependencies of the Isle of Man and Alderney, employed one or more Community Organisers who were specially trained to go into those communities who have been traditionally or historically excluded from the conversations about nature.

Their aim was simple: listen, and work as a community, together, to make their own areas better places for people and for wildlife - better places to live, to work and to play.

Over 60 jobs were created, and over 1,600 communities benefited.

SHROPSHIRE WILDLIFE TRUST WILDLIFE GARDENING EVENT © GAVIN DICKSON



POND DIPPING © EMMA WEBSDALE

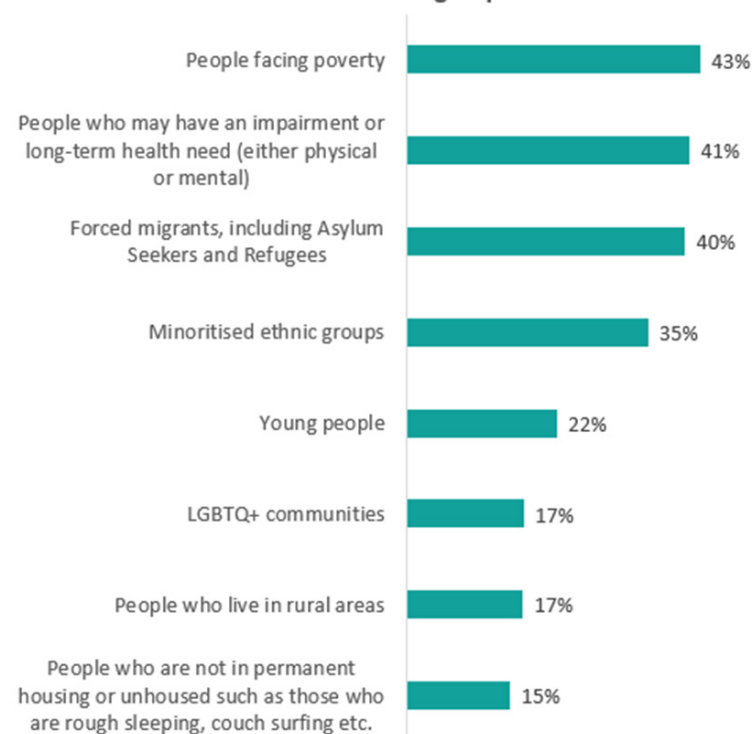
Nextdoor Nature

The Nextdoor Nature programme aimed to bring people and communities together to help nature flourish where they lived and worked. Utilising a community organising approach, the programme supported and enabled each Wildlife Trust to engage communities, providing encouragement while developing skills, creativity and confidence in taking ownership for nature connection. Community organising helps people to develop their collective power to act together for the common good of the whole community. It builds on what already exists if that is what the community needs and wants and supports them to cooperate with others.

The programme has grown and diversified its audience by connecting with a broad range of individuals through various channels and overcoming multiple barriers to participation. Motivations for people to do more things with nature, specifically those who were traditionally less likely to engage with nature-based activities, varied widely, encompassing a passion for nature, a desire to make a difference, professional and personal growth, community engagement, environmental and ethical concerns, personal development, and social connection. Participants were eager to share their knowledge, improve their mental health, drive environmental projects, and connect their communities with nature.

The programme improved people's understanding of how they can act for nature by fostering community engagement, empowerment, and real-life application of nature-based skills. Participants have noticed positive changes in their communities, leading to a stronger sense of local empowerment. People and communities have expressed increased confidence in addressing nature-based concerns independently and taking action themselves.

Average % over Year 1 & Year 2 of Trusts stating they started to work with groups since NDN





Youth Activism - Hope Week

In November 2023 The Wildlife Trusts ran the first ever 'Hope Week', an event designed to enable young people from all over the UK to come together and celebrate nature, find out more about The Wildlife Trusts, and join an online community of likeminded individuals. The event, while designed with young adults (ages 16-30) in mind, was open to people of all different ages. There was a wide diversity of age ranges that attended the sessions and this led to a really interesting and pleasant dynamic as individuals shared their hugely varied opinions and experiences.

Hope Week 2024 was a week of hope and optimism inspiring challenges for people to try from home, all building up to a large-scale hybrid event – The Hope is in Our Nature livestream. This event took place in Manchester but was also livestreamed to YouTube. The event was a 2 hour show celebrating youth activism, young leaders and decision makers, community organising, health and wellbeing and more. There was live music and comedy, along with panel discussions and audience interactions. The event was totally free for those attending in person and online, with YouTube chosen as the platform to stream to due to its accessibility and popularity among young people and emerging adults.

The event drew in an online audience of 500 and a face-to-face audience of 40. The stream remains on YouTube and the views are continuing to climb. During the event we received high levels of praise from the online audience, celebrating the positivity and uplifting nature of the event and also commenting on the inspirational speakers and panellists. The positive feedback has proven our theory that diversifying our approach to events, bringing in different art forms and entertainment, will encourage more people to stay for the conversations on nature.

Wild Futures

As part of increasing our ethnic diversity we have been working on diversifying our recruitment pool. An element of this has been to look at diversifying our talent pipeline which involves working with young people who are deciding their future career options as well as those looking for a career change.

To support with this we held our first Wild Futures event, this public webinar covered subjects such as who The Wildlife Trusts are, what types of career opportunities we have, as well as some of our existing staff talking about their routes into The Wildlife Trusts. We were joined by HR experts from the federation who covered important subjects such as what we are doing with regards to inclusive recruitment, and tips on how to submit a good application form and how to prepare for an interview with us.

We had over 650 registrants for the event from 12 different countries including Malawi, Pakistan, Canada and Croatia.



T-Levels

Developing new routes into The Wildlife Trusts for early career individuals forms a key part of our commitment to diversifying our talent pipeline.

This year, with support from the Gatsby Foundation, The Wildlife Trusts have embarked on a pilot of industry placements for T-Level students for academic year 2024-2025. T-Levels are qualifications for 16 to 19-year-olds which focus on vocational skills in subjects such as Management and Administration, Finance, and Healthcare.

The Wildlife Trusts are utilising industry placements to raise awareness of the breadth of roles, and different entry points, available at The Wildlife Trusts that sit outside of traditional conservation and ecology. We will be offering opportunities to work across different digital and administrative teams within specific regional Trusts, providing support and guidance for students to develop a range of work-based skills, knowledge, and behaviours that will directly support the accomplishment of their chosen T-Level.

Four Wildlife Trusts are piloting T-Level industry placements and will soon be welcoming T-Level students studying Management & Administration and Digital Production, Design & Development. As well as undertaking tasks and projects that develop knowledge and skills specific to their chosen course, these students will have access to

an enrichment programme that introduces them to a range of colleagues, campaigns and activities, building their awareness not just of The Wildlife Trusts but of the wider environmental sector.

Through cultivating new links with further education providers and offering these placements, we hope to learn how we can improve inclusivity and support for people at the start of their careers, particularly from backgrounds currently under-represented in our sector. We'll grow our skills and confidence in offering a range of work experience, placements and entry-level roles while gaining an understanding of how young people currently perceive us and how we might need to change. At the same time, students may discover a career path that hadn't been on their radar before, while gaining transferable skills and completing a recognized qualification.

We recognise that as a movement we have struggled to authentically and consistently engage with young people, especially those aged 16- to 30-years-old. Many of these emerging adults, despite seeing nature as relevant to their lives, aren't aware of how they can work with us. In our continuing journey towards becoming a fully diverse workforce, opening up the opportunities we offer to young people at the start of their careers is a crucial step.



MILLE CROSS NORWICH © ABBEY WILKINSON

Room to Grow

We have continued to put a huge amount of effort into creating an organisation that is ready to welcome more diverse staff. We have maintained a high number of staff with caring responsibilities, those from the LGBTQ+ community, and we have also increased the number of trans staff and those with disabilities. However, we have not made progress with regards to ethnic diversity as a federation despite 13 Trusts increasing theirs.

We must continue to work to help create an even more inclusive organisation by continuing with our amazing staff networks and ensuring everyone can contribute to our journey.

We have created an advisory group of staff of colour who are working with us on our diversification work. The careers event was a success but we must be careful not to lose that momentum and to ensure we stay relevant to those who signed up for the event and continue with our work to diversify our talent pipeline.

Also important as Nextdoor Nature ends, that we maintain those great partnerships with diverse communities and continue to support where needed.

We are still at the beginning of our journey, one we aim to undertake with passion, respect and trust. We are aware that becoming truly diverse is a long term goal, but one we must not lose sight of.





The Wildlife Trusts

The Wildlife Trusts are a federation made up of 46 Wildlife Trusts and a central charity (the Royal Society of Wildlife Trusts). Each is an independent charity with a shared mission.

- Help us achieve our vision of 30% of land and sea to be connected and protected for nature's recovery by 2030...
- Join us as a member
 - Remember us in your will
 - Speak up for wildlife
 - Volunteer your time
 - Work with us

Get in touch...



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