

The Grassland Restoration Team - part of Avon's Wildflower Grasslands Project

The project launched in 2008 and since then the project team has been working with farmers and landowners across Avon - surveying land, offering advice and running workshops to:

- **Establish where and how much traditional wildflower meadow habitat is currently present in Avon**
- **Raise awareness of the ecological importance of this rare and dwindling habitat**
- **Help landowners to manage their grasslands profitably and sustainably**
- **Identify which fields can be brought into better condition by the Grasslands Restoration Team**

The Grasslands Restoration Team will operate on Tuesdays on land where the landowners' needs coincide with Project objectives. The sites will often require small scale intervention on land with difficult access, operating with a sensitivity to the habitat not normally possible within the landowners' regular management plan.

***Meet at 9.15 Tuesday mornings, in the yard at at HQ,
32, Jacobs Wells Road.
Bring packed lunch, stout footwear and waterproofs.
We aim to be back at the Trust at 4.30***

The Team aims to provide volunteers with a chance to 'make a difference', the opportunity to get some healthy exercise, learn more about AWT's work and meet interesting people!



Avon Wildlife Trust Welcome to Avon Wildlife Trust!

We are delighted that you wish to give your time to help us, and would like to invite you to spend a few minutes reading through this summary of our commitment to you as a volunteer. A full version of our policies is available in the Trust Office at 32 Jacobs Well Road.

When you have finished reading this leaflet, please fill in the Volunteer Agreement Form and hand it in to the team leader, or return it in the SAE provided.

Many thanks, and welcome to the Trust.

Our Commitment to you -

Avon Wildlife Trust is a registered charity, established in 1980, which aims to protect the finest wildlife sites in the area by setting up nature reserves, advising landowners and local authorities and campaigning against threats to these sites. The Trust also educates the general public about wildlife and conservation through talks, events, courses and school visits to the Trust's two education centres, Willsbridge Mill and Folly Farm Centre, as well as other nature reserves.

From our beginning in 1980, volunteers have been vital to Avon Wildlife Trust. As the Trust has expanded, it has always been the volunteers who provided stability and continuity, and many of them possess enormous resources of experience and knowledge about the organisation which are valuable as the jobs themselves.

Avon Wildlife Trust values everyone who works to achieve our aims, and has in place a system of policies and procedures to ensure that we observe best practice in all that we do, and look after the welfare of all who work with us.

We do this in several ways:

We aim to provide a safe, working environment in which everyone will be shown respect for their abilities and supported through best practices. There are key policies that have been adopted by the Trust which reflect this, and the following is a brief summary:

Equal Opportunities

Avon Wildlife Trust recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that nobody we come into contact with is discriminated against on the grounds of colour, race, ethnic origin, gender, sexual orientation, nationality, age or disability.

As a volunteer with the Trust we ask that you co-operate with us in putting this policy into practice and be conscious of the effects your words may have on others.

If you encounter any instances of discriminatory or abusive behaviour from anyone working for or on behalf of the Trust, please speak to your team leader, or Pat Ellingham, 0117 9177270 or patellingham@avonwildlifetrust.org.uk. We will investigate fully and take action where appropriate - although of course we cannot influence the actions of the public that you may come across in the course of Trust activities.

Health and Safety

Everyone who works for Avon Wildlife Trust has a responsibility to take reasonable care to avoid injury to themselves and to others. If you are concerned at any time about the safety of your working environment, please inform your team leader immediately. A tools talk and a summary of the risk assessment will be given at the beginning of any practical conservation task, and Personal

Protective Equipment (PPE) will be provided where necessary. Any hazards which could cause an accident should be reported to the Trust. It is also an offence to interfere with, misuse or fail to use anything provided in the interests of health and safety. If you have an accident whilst working for the Trust, you must report it to your team leader immediately. An entry will be made into the Accident Report Book, however minor.

Copies of the Trust's Policy Document on Health and Safety for Volunteers are available on request from the office at Jacobs Wells Road.

Grievance Procedure

Anyone who works for the Avon Wildlife Trust has the right to present any grievance they have which will be dealt with urgently. If you have a problem, please contact your team leader or speak to Pat Ellingham on 0117 9177270, or by e-mail - patellingham@avonwildlifetrust.org.uk.

As a volunteer you are covered by AWT's Personal and Public Liability Insurance whilst working on Trust activities. You are also entitled to out-of-pocket expenses, such as travel expenses to the office.

Avon Wildlife Trust Buildings

Head Office, 32 Jacobs Wells Road, Bristol, BS8 1DR

Tel: 0117 9177270, E-mail: mail@avonwildlifetrust.org.uk

Willsbridge Mill, Willsbridge Hill, South Gloucestershire, BS30 6EX

Tel: 0117 9326885, E-mail: willsbridgemill@avonwildlifetrust.org.uk

Folly Farm Centre, Stowey, near Pensford, BS39 4DW

Tel: 01275 331590, E-mail: enquiries@follyfarm.org

Portbury Wharf, A&W Building, The Docks, Portishead, North Somerset, BS20 7DF, Tel: 01275 817710