



## **Equality and Diversity Policy**

### **Policy Statement**

WAND UK recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

WAND UK is committed to a Policy of Equality of Opportunity which respects the identity, rights and value of each individual. WAND UK is positively committed to oppose all direct and indirect discrimination in the organisation.

WAND UK will:

- Challenge discrimination and lack of opportunity in its own policy and practice and will encourage other organisations and individuals to do the same.
- Aim to create a culture that respects and values each other's differences and recognises that difference/diversity is a great asset to the organisation – to its work and the people it serves.
- Ensure all Employees, Volunteers and Committee Members will be made aware of the objectives within this policy and encouraged to support its objective.

### **Diversity**

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, marital status, disabilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

### **Equality**

Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.

Promoting equality should remove discrimination in all of the aforementioned areas. Bullying, harassment or victimization are also considered as equality and diversity issues.

This means treating everyone with fairness and respect and recognising the needs of individuals. It is about addressing existing disadvantages affecting how people participate in society.



**Woman's Association for Networking and Development**  
*Empowering women to become agents for their own change*

"An equal society protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish.

"An equal society recognises the people's different needs, situations and goals, and removes the barriers that limit what people can do and be."

Inclusion

Discrimination, bullying, harassment or exclusion are unacceptable and behaviour of this kind will not be tolerated. Any breach of this will be promptly dealt with within the WAND UK Disciplinary Procedure.

Diversity amongst members/users/staff/volunteers will be valued

**WAND UK will not tolerate racist, sexist, or discriminatory remarks during meetings. Volunteers/ staff should have a responsibility to report any offensive behaviour that they witness.**

- **Members have a responsibility to report all incidents of harassment or discrimination to Coordinator**
- **Incidents of discrimination or harassment will be treated seriously by the Coordinator and dealt with fairly**
- **Members/Users/volunteers/staff will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality and Diversity Policy**

**Any complaints should be directed to**

**Gladys Sheriff**  
**Management Committee**  
**Co-ordinator**  
[Gladyss@clara.co.uk](mailto:Gladyss@clara.co.uk)

**All Complaints will be dealt with confidentially and as a priority according to our complaints policy**