



WSRA POLICY No P11: Diversity & Inclusion Policy

Diversity & Inclusion Policy

Principles: The WSRA Trustees believe that every person who volunteers with, works for or comes into contact with the WSRA should be treated with dignity and respect, and feel that they are in a safe and supportive environment.

The Trustees recognise that they have a responsibility to create an inclusive culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who works for, volunteers with, or comes into contact with the charity.

The Trustees believe that people's wellbeing and mental health should be valued and promoted so that anyone working in the charity or coming into contact with the charity is encouraged to value and invest in their own health and wellbeing.

The Trustees wish to promote:

- Standing against and having a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all their activities and those of organisations it supports.
- Creating a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
- Movement towards diversity and inclusion within the charity and those organisations it supports.
- Ensuring that anyone working or volunteering for the charity understands the expectations placed upon them, and will endeavour to provide the relevant training to support them in meeting their responsibilities.
- Ensuring that anyone who works or volunteers in the charity has access to proper support and advice if they:
 - experience or witness unacceptable behaviour
 - raise a concern or make an allegation about the actions of others
 - don't feel safe.

Policy Author	Diana Ricketts-Tanner (Trustee)
Date confirmed by WSRA Board	12 th April 2022
Date Implemented	13 th April 2022
Review Interval	2 years
Next Review Due	April 2024