



WSRA POLICY No P 16: Avoidance of Discrimination and Promotion of Equality Policy

The WSRA's Commitment

The WSRA is committed to promoting equality of opportunity, inclusion and respect for diversity. It has a zero tolerance policy of any form of discrimination contrary to the Equality Act 2010 ("Equality Act"), Principle 9 (and other relevant parts).

This WSRA is committed to eliminating discrimination and promoting equality, inclusion and diversity in its own policies, practices and procedures and in those areas in which it has influence.

This Policy applies to the WSRA's professional dealings with Employees, consultants, volunteers and third parties.

The WSRA intends to treat everyone equally and with same attention, courtesy and respect regardless of their age, disability, sex (including gender reassignment), marital status (including Civil Partnerships), pregnancy and maternity situation, race, nationality, religion or belief, or sexual orientation. These are the nine characteristics that are referred to in the Equality Act (and summarised in this Policy) as "Protected Characteristics"

We set out below a summary of the Equality Act. For further information (e.g. exceptions, where positive action is permitted, dual discrimination, adjustments for disabled persons, definitions etc) please refer to the Equality Act

[<http://www.legislation.gov.uk/ukpga/2010/15/contents>]

The following are the kinds of discrimination which are against the WSRA's Policy:

- Direct discrimination; where a person is treated less favourably on the grounds of a Protected Characteristic either because they have a Protected Characteristic, or, are thought (rightly or wrongly) to have a Protected Characteristic, or they associate with a person who has a Protected Characteristic. It is important to note that age is the only Protected Characteristic where direct discrimination may be justified, but only if it can be demonstrated that the different treatment is a proportionate means of achieving a legitimate aim.
- Indirect discrimination; where a policy or practice that applies to everyone particularly disadvantages people who share a Protected Characteristic. Indirect discrimination can be justified but only if it can be demonstrated that the different treatment is a proportionate means of achieving a legitimate aim.
- Discrimination arising from a disability; where a disabled person is treated unfavourably because of something arising in consequence of their disability and this treatment cannot be justified as a proportionate means of achieving a legitimate aim. Further, discrimination arising from a disability will occur where reasonable adjustments are not made for disabled persons.

- Victimisation; where an employer or service provider subjects a person to a detriment because the person has carried out (or is believed to have carried out or may carry out) a “protected act” namely any of the following:
 - bringing proceedings under the Equality Act,
 - giving evidence or information in proceedings brought under the Equality Act,
 - doing anything that is related to the provisions of the Equality Act,
 - making an allegation that another person has done something in breach of the Equality Act.
- Harassment, when unwanted conduct takes place which is related to a Protected Characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

The WSRA will not discriminate, nor victimise nor harass in the course of its professional dealings, groups of people on any of the Protected Characteristics. It will make reasonable adjustments to prevent those of the Charity’s Employees, volunteers, consultants or connected third parties who are disabled from being disadvantaged in comparison with those who are not disabled.

Policy Author	Diana Ricketts-Tanner (Trustee)
Date confirmed by WSRA Board	16th August 2022
Date Implemented	17th August 2022
Review Interval	2 years – unless legislative changes indicate that this should be sooner
Next Review Due	August 2024