



WSRA POLICY No P11: Equality and Diversity

Principles:

The WSRA Trustees believe that every person who volunteers with, works for, seeks help from or supports 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 supports the charity.

The Trustees believe that people's wellbeing and mental health should be valued and promoted so that anyone working in 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 WSRA activities and the activities of those it supports.
- Creating a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour towards the charity, its volunteers, staff and supporters.
- Continuous movement towards diversity and inclusion within the charity.
- 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:
 - o experience or witness unacceptable behaviour
 - o raise a concern or make an allegation about the actions of others
 - o don't feel safe.

Policy Author	Mike Sherwood (Trustee)
Date confirmed by WSRA Board	14 October 2024
Date Implemented	15 October 2024
Review Interval	Annually
Next Review Due	October 2025