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Equality, Diversity and Inclusion Policy

1. Policy Aims and Objectives

Wycombe Wanderers Foundation ("WWF") is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. WWF aims to be an inclusive organisation, where diversity is valued, respected and built upon, with the ability to recruit and retain a diverse workforce that reflects the communities it serves.

2. Introduction

The Equality Act 2010 makes it unlawful to discriminate in recruitment or employment, or in some cases after the employment ends, because of a 'protected characteristic'. The protected characteristics identified under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (includes colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

In addition to the above, some instances of indirect discrimination against individuals because they have a relevant protected characteristic are also covered in the Equality Act 2010.

Every employee is required to support WWF in meeting its commitment to provide equality in employment and avoid unlawful discrimination. Employees can be held personally liable for any act of unlawful discrimination as well as, or instead of, WWF.

WWF has adopted the following policy and will take all possible steps to protect staff, volunteers, trustees, beneficiaries, partners, participants and all other contacts made through its business from discrimination and any other unacceptable or unfair treatment, and to comply with legislative requirements.

3. Equality, Diversity and Inclusion Policy

a) Definitions:

- Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for all groups both in employment, and to goods and services; the basis of which is supported and protected by legislation.
- Diversity can be described as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the Charity.



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iii. Inclusion can be described as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or intellectual disabilities and members of other minority groups.

iv. Discrimination can be defined as follows:

- Direct discrimination means treating someone less favourably than someone else because of a protected characteristic
- Direct discrimination by perception means treating one person less favourably than someone else, because you incorrectly think they have a protected characteristic
- Indirect discrimination means putting in place, a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified
- Direct discrimination by association means treating someone less favourably than another person because they are associated with a person who has a protected characteristic
- Failing to make reasonable adjustments for disabled people is also a form of discrimination.

b) Equality and Diversity are not inter-changeable but can be inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed and taken account of.

c) WWF is committed to promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way it works. WWF aims to be an inclusive organisation, where diversity is valued, respected and built upon, with the ability to recruit and retain a diverse workforce that reflects the communities it serves.

d) WWF is committed to equality and fairness in all areas of employment, including in recruitment, training and promotional opportunities.

e) WWF recognises that certain groups and individuals in society are disadvantaged and seeks to ensure that it always respects and includes everyone and that no employee, volunteer, temporary worker or job applicant, customer or prospective customer, supplier or prospective supplier receives less favourable treatment on the basis of any protected characteristic or for any other reason.

f) WWF aims to pro-actively tackle discrimination or disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing its services. However, WWF is also mindful of the provision in discrimination law for the rare circumstances when an organisation may need to justify discrimination rather than have a disproportionate effect. This could be, for instance, where there is a conflict with other legislation that WWF has to comply with or between service needs. In such circumstances WWF is committed to following the required proper assessment and objective justification of any decision in order to demonstrate that the provision, criterion or practice is a proportionate means of achieving a legitimate aim.

g) This policy applies also to contractors and sub-contractors of WWF. WWF will monitor the performance of contractors and/or third parties and take all necessary steps to ensure good performance and compliance with appropriate behaviours. If any issues become apparent with regards to diversity or equality in relation to any contractor or third party, these will be taken



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very seriously by WWF and raised and addressed in the strongest possible terms with the contractor or third party.

h) As an employer committed to diversity and equality WWF recognises its success depends on creating a working environment and culture which supports the diverse make-up of its staff with supporting policies and procedures to create a framework of assistance through the policies and procedures contained in the employee handbook.

i) WWF will apply Equality Impact Assessment factors to ensure that all of its policies take account of equality considerations which affect its staff and applicants for posts to try to minimise or remove any potential disadvantages to minority groups.

j) All employees have a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Employees must always ensure that there is no discrimination in any of their decisions or behaviour and must report any discriminatory behaviour they witness to the Chief Executive or a line manager.

4. Complaints of Discrimination

Discrimination occurs when someone directly or indirectly treats a person or a group of people unfavourably because of a protected characteristic of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. This covers all behaviour including remarks and insinuation, both verbal and non-verbal, which cause offence.

For definitions of types of discrimination see above. WWF will take all claims of discrimination very seriously, will investigate these thoroughly and, if founded, will take appropriate action against those concerned.

Any complaints of discrimination should be made in line with WWF's Complaints Policy and Procedure. Where complaints are made against members of staff, volunteers or trustees, these matters will be dealt with in line with WWF's Disciplinary Policy & Procedure.

WWF EDI Policy Approved and Adopted: 05/04/2023

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Latest Possible Review Date: April 2024