Diversity, Equity and Inclusion Policy

The WCIT Charity Board of Trustees is totally opposed to all forms of discrimination and treats all people with dignity and respect. We oppose all forms of unlawful and unfair discrimination, harassment or victimisation and value and encourage diversity, equity and inclusion. This policy is intended to help put our commitment into practice.

It is our aim to ensure that no person seeking to apply for a grant from the Charity, to join the Board of Trustees, or to perform any role for, or be involved in any way with, the work of the Charity (whether as a volunteer or otherwise, and for the purposes of this DEI Policy we refer to all such persons collectively as Applicants and Stakeholders) receives less favourable treatment on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

It will be made clear in any communications seeking engagement with Applicants and Stakeholders that a person will not be excluded on the grounds of the protected characteristics.

This Policy shall operate in accordance with statutory requirements (including the Equality Act 2010). In addition, full account and reviews will be taken of any current or future guidance or Codes of Practice issued by the Equality and Human Rights Commission, or by Government Departments and/or any other statutory bodies.

The forms of discrimination which are prohibited by this Policy include but are not limited to:

- Direct discrimination: treating someone less favourably because of a protected characteristic (rejecting an applicant because of their race, gender or age).
- Indirect discrimination: a practice that applies to everyone but adversely affects people with a particular protected characteristic more than others.
- Harassment: this includes sexual harassment and other unwanted conduct related to a protected characteristic, (violating someone's dignity or creating an intimidating environment).
- Victimisation: retaliation against someone who has complained or has supported someone else's complaint.
- Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Our commitment as a Board

- To create an inclusive culture where everyone can be valued for who they are.
- Allowing all individual differences and the contributions of all Applicants and Stakeholders are recognised and valued.
- Our grant making, recruitment, selection, appointment and assessment processes will be based entirely on objective criteria and merit.
- Every Applicant and Stakeholder is entitled to engage with us in an environment that promotes equality and respect to all.
- No form of intimidation, bullying or harassment will be tolerated in any aspect of our operations.
- We will ensure that individuals are treated with fairness and impartiality and that decisions on training, development and progression opportunities are available to all Applicants and Stakeholders, as and when applicable, based on objective criteria.
- We will regularly review all our practices and procedures to ensure fairness consistent with this policy.
- Where we are advised, we will make reasonable adjustments (if needed) to ensure that our facilities and opportunities can be accessed.
- Breaches of our DEI Policy by any member of the WCIT Livery will be regarded as misconduct and could lead to proceedings under the WCIT Member Code of Conduct.
- Third-party harassment, concerning any Applicant or Stakeholder, relating to a protected characteristic will not be tolerated. The individual affected or concerned should inform the Clerk at once, who will fully investigate in accordance with the WCIT Charity's Complaints Policy and take all reasonable steps to ensure such harassment does not happen again.

In pursuance of this policy it has been resolved that, as one of its performance goals, the Board shall aim to better the composition of the WCIT Livery in respect of the gender and ethnicity of the Board of Trustees from time to time (and with an intention to extend this aim to encompass any other protected characteristics that we are able to capture and measure).

Approved by the Chair of WCIT Charity on behalf of the trustees.

Signed:

Gary Moore, Chair of WCIT Charity

Date: 25 March 2026

We are committed to reviewing our policy and good practice **annually**.

This policy statement was last reviewed on 24 March 2026.