

Equity Diversity and Inclusion Policy and Strategy

Equity, diversity and inclusion (EDI) is at the heart of everything we do at WILD. We want everyone to feel like they belong.

We value each person as an individual. We will treat everyone with dignity and respect. And we want to recognise all parts of a person's identity.

We will build a culture that's accessible and inclusive first. And we will listen, learn and keep improving.

We can only achieve a fair start for young parent families by including everyone.

About this policy

Purpose

This policy explains our legal obligations for equity, diversity and inclusion.

The policy refers to the Equality Act 2010 and to our legal obligations. This is to make colleagues, volunteers, Trustees and members aware of these obligations. But we expect everyone involved in WILD to go beyond these, and work towards our EDI Strategy goals.

Scope

The policy applies to our staff team, volunteers, and Trustees. It's the responsibility of everyone at WILD to uphold this policy.

Characteristics protected by this policy

No one should be treated less favourably because of:

- **Age.**
- **Disability.** This includes people who are disabled, have an impairment, condition or access need. At WILD we want our disabled colleagues, Trustees, volunteers and families to succeed and develop in their roles without any barriers.

- **Trans and non-binary identity.** The Equity Act 2010 refers to “gender reassignment”. This is a personal process rather than a medical one.
- **Marital and civil partnership status.**
- **Pregnancy and maternity status.** This includes people who are pregnant, breastfeeding or have recently given birth.
- **Race.** By race we mean colour, nationality, and ethnic or national origins.
- **Religion or belief (including no religion or belief).** Any expression of religious or philosophical beliefs must be in line with WILD’s policies and values.
- **Sexual orientation.**
- **Sex or gender.**
- **Socio-economic status or class.**
- **Caring responsibilities.** This includes caring for a disabled person, older person or children, including foster children.
- **Menopause and periods.** This includes those who are experiencing menopause, perimenopause or periods.
- **Parental leave.** This includes any form of parent leave such as adoption leave, paternity leave or shared parental leave.

Procedure

Responsibilities

Our WILD team, Trustees and volunteers will:

- support, guide and advise colleagues to make sure they follow this policy;
- model and promote best practice in line with the four goals of our EDI strategy (see below);
- behave in line with this policy and our EDI strategy;
- implement our EDI strategy.

Breaches

We take any breach of this policy very seriously. Some breaches may break the law. We take clear and strong action to manage breaches.

- For colleagues, this will be guided by our Disciplinary Procedure. If you are found to have breached this policy, we will deal with this matter as a case of possible misconduct or gross misconduct under our Disciplinary Procedure.
- For volunteers, breaching this policy could result in the volunteering agreement ending and them being asked to leave their volunteer position. It may also mean the volunteer is not able to volunteer in future.
- For Trustees, this will be guided by taking advice from NCVO and the Charity Commission.

Reporting inappropriate behaviour

It is your responsibility to report any inappropriate behaviour which may go against this policy. We will support you to raise concerns.

We don't expect team members to be experts on different types of discrimination. And we know you might not always be certain if someone's behaviour has breached this policy.

The most important thing is to never ignore any inappropriate behaviour. Inappropriate behaviour can also take the form of lots of seemingly small incidents. If you notice inappropriate behaviour from anyone involved with WILD, we encourage you to take action if you feel safe to do so.

Reporting discrimination

WILD encourages team members to report any incident of discrimination. That might be something that has happened to you or something you have seen happening to someone else.

Reporting should be done using the same processes as our Whistleblowing Policy. Our Whistleblowing Policy outlines how to report a concern or incident, what will happen as a result, and how WILD will support you. Please read our Whistleblowing Policy if you wish to report a concern or incident related to discrimination.

WILD EDI Strategy

Goals

To deliver on our ambition, we will be working towards the following four goals:

WILD EDI Strategy and Policy

Policy Owner: EDI Team **Date of Policy:** 01/05/2024 **Review date:** 31/05/2025

1. Our people

We will have a more diverse team of colleagues and volunteers. We will also have more people from different marginalised groups in leadership roles. This includes our Board of Trustees, Executive leadership, and leadership teams.

2. Everyone's responsibility

Equity, diversity and inclusion will be everyone's responsibility. Trustees and leadership teams will take responsibility for inclusive decision-making.

3. A culture of inclusion

We will have a culture where inclusive ways of working are the default.

4. Our work

Our work will better meet the needs of people facing multiple, or intersectional, marginalisation.

Achieving our goals

1. Our people

We will have a more diverse team of colleagues and volunteers. We will also have more marginalised people in leadership roles. This includes our Board of Trustees and Leadership team. The decisions we make as a charity need to better meet the needs of all groups in society.

We will:

- a. improve our approach to recruitment so that everyone feels welcome to join WILD;
- b. offer targeted mentoring opportunities to support the development of colleagues in marginalised groups.

2. Everyone's responsibility

Equity, diversity and inclusion will be everyone's responsibility.

Everyone will have the knowledge and confidence to apply EDI in their work.

We will:

- a. introduce mandatory EDI training;
- b. train our People team on inclusive recruitment and management practices;
- c. offer race equality training, LGBTQ+ inclusion training, and disability inclusion training, to all colleagues;
- d. develop clearer processes to report behaviour not in line with our EDI policy and values.

3. A culture of inclusion

We will have a culture where inclusive ways of working are the default.

- a. All colleagues will have an equally good experience at WILD.
- b. We will give our colleague networks more time to develop good EDI practice.
- c. We will provide support for colleagues in marginalised groups to network.

4. Our work

Our work will better meet the needs of people facing multiple marginalisation.

We will improve our understanding of the intersectional inequalities.

- a. We will focus more on intersectional inequalities across all our work. We want to be more representative of the diverse communities we serve. All disabled people should feel represented.
- b. We will track the diversity of people using our services.
- c. We will help to amplify the work of organisations and charities led by people representing marginalised groups, and we will give up power and opportunities to these groups. For example, giving space on our social media platforms to share their campaigns.

Definitions

Words can mean different things to different people. It's important that we're clear about what we mean and the words that we use.

Diversity

Diversity refers to groups of people with different identities, experiences and backgrounds.

Equity

Equality means giving everyone fair access to opportunities. This might mean treating people differently to give them the same opportunities. For example, by providing adjustments.

Equality

Equality means everyone being treated the same.

Inclusion

Inclusion means that everyone feels welcome and valued. It means everyone has a sense of belonging and the freedom to be themselves. This happens when the organisation has taken active steps to achieve it.

Intersectionality

Intersectionality describes the ways different identities overlap to create unique experiences and inequalities. For example, a Black woman's race and gender overlap. This can create a type of inequality that we cannot explain through race or gender alone. This strategy has the principle of intersectionality at its core. When multiple marginalised identities overlap, we call this "multiple marginalisation".

Marginalised people

This means people who get less fair treatment in society. This can be because of attitudes, policies or systems. For example, disabled people, women and Black, Asian and minority ethnic people.

Discrimination

At WILD, we don't tolerate any form of discrimination.

Positive action

This is not discrimination. Positive action means taking proactive steps to remove barriers or reduce disadvantage for specific groups. It helps improve equity.

Direct discrimination

Direct discrimination is when you're treated differently and worse than someone else because of a protected characteristic. The Equality Act says you've been treated less favourably.

Discrimination by perception

Discrimination by perception is when a person is discriminated against because someone thinks they have a particular protected characteristic when they don't. For example, if you discriminate against someone because you think they are trans, then they'll be protected even if they are not trans.

Discrimination by association

Discrimination by association is when someone is treated less favourably because they are linked or associated with a protected characteristic. For example, because a friend, partner, or parent has a protected characteristic.

Indirect discrimination

Indirect discrimination is when there's a practice, policy or rule which applies to everyone in the same way, but it has a worse effect on some people than others.

The Equity Act says it puts you at a particular disadvantage.

Victimisation

Victimisation is when someone treats you badly because you complain about discrimination or help someone who has been the victim of discrimination.

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The Equality Act recognises you might be worried about complaining. So you have extra legal protection when you complain about discrimination.

Disability discrimination

Discrimination arising from disability is when you're treated unfairly because of something connected to your condition or impairment, rather than the condition or impairment itself.

For example, the need for regular rest breaks, or the need for specialist computer equipment.

Microaggressions

A microaggression is a subtle but offensive comment or action directed at a member of a marginalised group. They can be intentional or unintentional.

For example, asking a Black, Asian or minority ethnic person "where are you really from?" Or referring to a wheelchair user as "confined to a wheelchair".