



Equity, Diversity and Inclusion Policy

1. Policy Statement

Registered charity Wyre Forest Dial-A-Ride, t/a Wyre Forest Community Transport (WFCT), is committed to promoting equality, diversity, and inclusion across all aspects of its work as an employer, volunteer organisation and service provider. WFCT aims to create an inclusive culture that respects and values individual differences, enhancing our ability to serve the community effectively.

This policy applies to all employees, volunteers, trustees and service users. WFCT undertakes not to discriminate, either directly or indirectly, on the basis of ethnicity, nationality, language, gender, age, disability, sexual orientation, marital status, responsibility for dependents, social class, income level, faith, or health status. The policy is reviewed annually by the **Board of Trustees**.

2. Statement of Intent

WFCT will challenge discrimination and inequality, both internally and in collaboration with other organisations. We commit to implementing this policy throughout all aspects of our operations, ensuring fairness in recruitment, training, and service provision. All employees, volunteers, and trustees must endorse the principles of this policy upon appointment. Harassment, abuse, or intimidation in any form will not be tolerated and incidents will be treated seriously.

3. Definitions

1. **Discrimination:** Treating an individual less favourably due to personal characteristics.
2. **Indirect Discrimination:** Applying a policy that disproportionately affects a particular group without justification.
3. **Victimisation:** Less favourable treatment due to a person's involvement in raising discrimination concerns.
4. **Institutional Discrimination:** Systemic failure to provide fair opportunities due to ingrained biases.
5. **Equality Act 2010 Compliance:** WFCT adheres to legal protections covering age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion, sex, and sexual orientation.

4. Policy Implementation

- **Recruitment and Employment:**
 - Job and volunteer opportunities will be open to all, with selection based solely on merit.
 - Reasonable adjustments will be made to accommodate individuals with disabilities.
 - Training will be provided to ensure fair selection and management practices.

- **Service Provision:**
 - All users will be treated with dignity and respect.
 - Services will be adapted where possible to meet the diverse needs of the community.
- **Training and Awareness:**
 - Employees and volunteers will receive information on equality issues.
 - Policies and procedures will be regularly reviewed to ensure they promote equal opportunities.
- **Handling Complaints:**
 - Employees, volunteers, and service users can report concerns to the **Chief Officer** or **Chair of Trustees**.
 - All complaints will be investigated promptly and confidentially.

Approved by Trustees: June 2026
Review Due: June 2027