



Women's Royal Army Corps Association Equality, Diversity and Inclusion Policy

Date approved	14th July 2026
Responsible officer	Chief Executive Officer
Restrictions	None
Application	All

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Purpose

This policy sets out our commitment to equality, diversity and inclusion (EDI), our responsibilities as an employer and to our members.

The WRAC Association is committed to providing an inclusive and welcoming environment for our staff, trustees, volunteers, members and stakeholders.

Every person in contact with the WRAC Association will experience an environment that promotes dignity, equality and respect for all. The WRAC Association will not tolerate any acts of unlawful, unfair discrimination (including harassment), or exclusion committed against an employee, trustee, volunteer, member or visitor because of a protected characteristic, including but not limited to:

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion and or belief; and
- age.

The Association will make reasonable adjustments wherever practicable to remove barriers faced by disabled employees, volunteers, members and visitors.

2. Definitions

Our definition of each component of **Equality, Diversity and Inclusion** is outlined below:

Diversity refers to demographic characteristics and differences of a group. Frequently, diversity references protected characteristics as defined in UK law: age, disability, gender reassignment/gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Sometimes, diversity also references non-protected characteristics such as class.

Equality means equal rights and opportunities are afforded to all. The UK's Equality Act protects those with protected characteristics from direct and indirect discrimination in the workplace and wider society.

Inclusion is often defined as the extent to which everyone at work, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed.

3. Forms of Discrimination

The Equality Act 2010 clearly defines discrimination, and demonstrates how some behaviours are defined as unlawful, in the following way:

Direct discrimination means treating someone less favourably than someone else because of a protected, or perceived 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.

Harassment is unwanted behaviour related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment.

Victimisation is treating someone unfavourably because they have taken some form of action relating to the Equality Act, e.g. made a complaint under the Act or supported somebody who is doing so, such as appearing as a witness.

The Association is accountable for ensuring we remain compliant with the United Kingdom's law. Our EDI policy, while meeting legal requirements, incorporates best practice that goes beyond compliance, and works towards eliminating all forms of discrimination and upholding equity for all.

4. Our Commitment to EDI

Our Employees

The Association believes it is essential to foster EDI within our workforce. We want our employees to thrive in an environment where everyone is welcome and supported to achieve their potential. We aim to be an employer that adopts best practice and will:

- Positively value and acknowledge EDI as key to the Association's achievements,
- Treat all employees fairly, equitably and with dignity;

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- Promote the health and well-being of all employees;
- Ensure Association trustees role model inclusive behaviour and uphold EDI values; and,
- Make certain everyone understands their responsibility to uphold EDI values.

Members and supporters

Members and supporters are the cornerstone of the Association. In acknowledging the value that differences within our membership base can bring, the Association will:

- Ensure every member feels included, is valued and treated fairly within the Association;
- Work to broaden participation and remove barriers to membership for underrepresented groups where appropriate, in order to expand the diversity of the Association in terms of Membership;
- Promote our commitment to EDI visibly, attracting more diverse members and supporters; and,
- Expand our knowledge of EDI issues to understand and combat inequalities and meet socio-economic needs more appropriately.

5. Implementation of the EDI Policy

Accountability and Responsibilities

Accountability and responsibility for the overall development, monitoring and day-to-day coordination of the policy rests with the CEO and Vice President.

We expect everyone associated with the Association to treat others with courtesy, dignity and respect and to challenge inappropriate behaviour where it is safe to do so.

Good working relations and fair employment practices depend on everyone, and individual attitudes and behaviours are key to promoting EDI.

All employees, trustees, volunteers, contractors and consultants will be expected to:

- Co-operate with measures introduced by the Association that promote EDI and prohibit discrimination;
- Not commit any acts or behave in a manner that would contravene the EDI policy;
- Not instruct or influence others (including agencies or members) to practise unlawful discrimination;
- Draw the attention of Management to suspected incidents of unacceptable behaviour and/or discrimination; and,
- Behave consistently at all times, respecting and promoting the dignity and rights of all.

Discrimination and unacceptable behaviour related to any Protected Characteristic may constitute gross misconduct and will be treated as disciplinary offences. Any employee of the Association who has committed an act of unlawful discrimination may be subject to disciplinary action up to and including summary dismissal.

6. Monitoring

The Association is committed to ensuring the effectiveness of the EDI Policy through efficient monitoring in accordance, where appropriate, with statutory requirements. The monitoring process will include classification in the areas of all Protected Characteristics.

It will be applied to:

- Job applicants, short-listed employment candidates and successful appointments;
- Current employees through the annual appraisal process;
- Promotions and movement within job levels;
- Formal grievance and disciplinary outcomes;
- Exit interviews;
- Membership data and demographics.

Any equality monitoring information will be collected, stored and processed in accordance with UK GDPR, the Data Protection Act 2018 and the Association's Data Protection Policy.

7. Learning and Development for EDI

The Association will provide employees with relevant learning opportunities to increase their awareness of EDI and widen their perspective about difference. Learning and Development will seek to ensure that those with key Association responsibilities fully understand what is expected of them.

8. Handling Complaints

Although we will do our utmost to ensure that individuals within the Association feel valued, there will be occasions when complaints will be made, acknowledging that everyone has the right to have their grievances heard.

Any complaints will be handled in line with the Association's Complaints Policy. Staff grievances, disciplinary matters or whistleblowing disclosures will be dealt with in line with the Association's Staff Handbook. Concerns relating to discrimination, harassment or victimisation may be raised with the CEO, Chair of Trustees, or through the Association's Complaints Procedure.

The Association will take steps to ensure that any individual who has, in good faith, complained and/or taken action according to our policies will not receive less favourable treatment than any other individual, for example, by being subjected to disciplinary action in connection with their complaint.

9. Policy Monitoring and Review

The WRAC Association Communications & Media Policy will be reviewed every three years by the CEO or sooner if required by changes in legislation or organisational circumstances.