

# Equality, Diversity and Inclusion Policy

Wrexham BID Ltd | Company No. 16536873

Last Updated: February 2026

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## 1. Statement of Commitment

Wrexham BID Ltd is committed to promoting equality, valuing diversity, and creating an inclusive environment for all employees, Board members, contractors, levy payers, and members of the public with whom we engage. We believe that a diverse and inclusive organisation makes better decisions, better represents the community it serves, and delivers more effective outcomes for Wrexham city centre.

This policy is prepared in accordance with the Equality Act 2010 and applies to all activities carried out by or on behalf of Wrexham BID Ltd.

## 2. Scope

This policy applies to:

- All employees and workers engaged by Wrexham BID Ltd.
- All Board members and co-opted advisers.
- Contractors, consultants, and suppliers working on behalf of the BID.
- The BID's external communications, events, and public-facing activities in Wrexham city centre.

## 3. Protected Characteristics

Wrexham BID Ltd will not tolerate unlawful discrimination on the basis of any protected characteristic as defined by the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, nationality, and national origin
- Religion or belief
- Sex
- Sexual orientation

This policy also covers the Welsh language as a protected characteristic in Wales, consistent with the Welsh Language (Wales) Measure 2011 and our Welsh Language Policy.

## 4. Forms of Discrimination

The BID will not engage in, condone, or tolerate the following:

- **Direct discrimination** — treating someone less favourably because of a protected characteristic.

- **Indirect discrimination** — applying a policy or practice that puts people with a protected characteristic at a particular disadvantage without justification.
- **Harassment** — unwanted conduct related to a protected characteristic that has the purpose or effect of violating dignity or creating a hostile, degrading, humiliating, or offensive environment.
- **Victimisation** — treating someone unfairly because they have made, or supported, a complaint about discrimination or harassment.

## 5. Recruitment and Employment

Wrexham BID Ltd will ensure that:

- All recruitment is based solely on skills, experience, and merit relative to the requirements of the role.
- Job descriptions, person specifications, and recruitment advertising do not contain unnecessarily restrictive criteria.
- Interview panels and selection processes are as objective and inclusive as possible.
- Reasonable adjustments are made for disabled applicants and employees as required by the Equality Act 2010.
- All staff are treated fairly in terms of pay, promotion, training, and development opportunities.

## 6. Board Composition

Wrexham BID Ltd recognises the value of a diverse Board in delivering effective governance. The Board will actively seek to ensure that its composition reflects the diversity of the Wrexham business community, considering gender, age, ethnicity, and sector representation when recruiting new Directors.

## 7. BID Activities and Events

Wrexham BID Ltd will seek to ensure that city centre events, marketing campaigns, and business support programmes are accessible, welcoming, and representative of the full diversity of Wrexham's businesses and communities. This includes:

- Considering accessibility needs for all public-facing events.
- Producing bilingual communications in line with our Welsh Language Policy.
- Ensuring that BID marketing materials reflect the diversity of Wrexham's business community.

## 8. Complaints and Reporting

Any employee, Board member, contractor, or levy payer who believes they have been subjected to discrimination, harassment, or victimisation in connection with Wrexham BID Ltd should raise their concern through the BID's Complaints Policy. All complaints will be taken seriously, investigated promptly, and handled confidentially.

Acts of discrimination, harassment, or victimisation by BID employees will be treated as serious disciplinary matters. Contractors found to have breached this policy may have their contract terminated.

## 9. Training and Awareness

All BID staff will receive equality and diversity awareness training as part of their induction and on a periodic basis thereafter. Board members will be provided with appropriate guidance on their equality duties as Directors of a public-interest organisation.

## 10. Monitoring and Review

The BID Manager will monitor the application of this policy and report to the Board annually. The Board will review this policy every two years, or sooner in response to any change in legislation or a significant complaint or incident.

Chair, Wrexham BID Ltd	BID Manager, Wrexham BID Ltd
Signed: _____ Name: _____ Date: _____	Signed: _____ Name: _____ Date: _____