



## Equality, Diversity and Inclusion Policy

**Wadsworth Area Community Assets Ltd**, a Community Benefit Society (which will be referred to as **WACA** in this document), is committed to encouraging equality, diversity and inclusion among our members, and eliminating unlawful discrimination.

### Our policy's aims

1. For our members to be truly representative of all sections of our community
2. To provide equality, fairness and respect for all in our membership, and for each member to feel respected and able to give their best.
3. To ensure no unlawful discrimination due to the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
4. To oppose and avoid all forms of unlawful discrimination, including
  - by the organisation to the public in providing services and/or facilities
  - how we deal with grievances and disciplinary matters.

### Our commitments

The organisation commits to:

1. Encourage the values of equality, diversity and inclusion in the WACA community and its enterprises.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.  
This commitment includes training members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities in all settings, and prevent bullying, harassment, victimisation and unlawful discrimination.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, the public and any others in the course of the organisation's activities.

Such acts will be dealt with under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.

4. Make opportunities for relevant training, development and progress available to all members where feasible to maximise the efficiency of the organisation.

5. Make decisions concerning members based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review WACA practices and procedures when necessary to ensure fairness, and also to update them and the policy to take account of changes in the law.

### Agreement to follow this policy

This Equality, Diversity and Inclusion Policy is fully supported by the WACA Board of Directors.

### Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary procedures can be found on our website: [wacacoop.org.uk](http://wacacoop.org.uk)

### Agreed by Board of Directors

**Signed:** 

**Date:** 16.3.2026

**Name:** Helen Plaice

**Role:** Chair

**Due for Review:** 16.3.2027

Wadsworth Area Community Assets Limited  
Community Benefit Society No 9476  
2 Old Laithe, Wadsworth, Hebden Bridge. HX7 8TF