



Equal Opportunities and Inclusion Policy

Introduction

A commitment to inclusivity and equality of opportunity for everyone is central to the Wave Muswell Hill CIO's (Wave Hub's) ethos. At Wave Hub, we are all valued equally.

Lead Trustee

A lead trustee will be appointed to provide oversight of equality of opportunity and inclusivity and to lead on any incident investigation and reporting.

Lead Trustee	<u>Name:</u> Andy Merriman (andy@wavehub.org.uk)	<u>Appointed:</u> 1 December 2023
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Equal opportunities

In all its activities, Wave Hub is fully committed to the principles of equality and to ensuring that its staff, volunteers and customers are free from abuse, discrimination, bullying, harassment, intimidation and victimisation. All staff, volunteers and customers are expected to act in accordance with this commitment.

Wave Hub does not treat anyone more or less favourably on the grounds of age, gender, ability, race, parental or marital status, pregnancy, religion, belief, colour, national origin, sexual orientation or gender reassignment. Wave Hub also does not treat anyone more or less favourably if they are associated with anyone with these characteristics, or if they are believed to have these characteristics.

Wave Hub complies with all current equal opportunities legislation, and this policy takes account of the provisions of the Equality Act, 2010. Recruitment will be carried out in accordance with the legislation, to provide equality of opportunity for all applicants.

Wave Hub's trustees are responsible for ensuring that the equal opportunities policy is implemented throughout the organisation and regularly reviewed. Staff, volunteers and customers who have concerns about the equal opportunities policy and its implementation can raise this with any of the trustees, or the manager of the Wave Hub activity with which they are involved.

Inclusion

Wave Hub is committed to making all of its activities as inclusive as is practically possible, in the furtherance of our charitable objectives.

We try to ensure that publicity and promotion of our events is shared in broad communities and makes it clear that literally everyone is welcome.

We try to ensure that any premises we use are physically accessible to the vast majority – eg. usually on ground floors, minimizing steps, providing ramps or lifts.

We try to communicate messages in simple terms, using plain language, images and large font where we can; where documents are by necessity detailed or lengthy, we will try to provide ‘Easy Read’ alternatives.

Our activities are designed to be accessible and fulfilling for all, regardless of previous experience or ability.

For activities requiring specialist equipment or materials, we try to provide these so that those without them are not excluded.

Anyone who needs support to attend and participate in any activity is encouraged to bring their own support person/carer/mentor who is equally welcome to participate fully in their own right.

Our prices are deliberately low to ensure affordability for the majority. We encourage people to speak with us if pricing is prohibitive, so that in cases of real need we can make allowances.

Some of our services are offered for free or for a discretionary donation. In such cases, especially for regular customers, we will encourage them to make modest donations or purchase other products to make a fair contribution to our costs.

Despite all of the above policies and our intent to make our events and activities safe for all, Wave Hub does not take responsibility for the welfare or safety of individuals attending activities beyond that covered by public liability insurance.

Version Control - Approval And Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Trustees	Dec 23	New policy for Wave Hub	Annually

This equal opportunity and inclusion policy will be reviewed and approved by the Trustees annually, and as part of any incident investigations, to test that it has been complied with and to see if any improvements might realistically be made to it.