



The Wisdom Council's Equality & Diversity Policy

This policy sets out The Wisdom Council's approach to equality and diversity. The Wisdom Council is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. We seek to work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity, and actively challenging discrimination, should it ever arise.

Our policy's aim and purpose

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued, and able to give their best as a result.

Every employee is entitled to a working environment that promoted dignity, equality and respect for all. The Wisdom Council will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against any employee, contractor, job applicant or visitor because of a protected characteristic.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of

- Age
- Disability
- Gender assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality or national origin)
- Religion or belief
- Sex
- Sexual orientation.



And opposes and avoids all forms of unlawful discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other development opportunities

Our Standards

All employees, no matter the status of their employment (whether they are part time, full time, or temporary), will be treated fairly and with respect. When The Wisdom Council selects candidates for employment, promotion, training, or any benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce.

The Wisdom Council commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued, and that is free from discrimination, victimisation, bullying or harassment.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which The Wisdom Council believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect. To regularly review all our employment practices and procedures so that fairness is maintained at all times.
- To put processes in place that will train all staff members to identify incidents of bullying or harassment (including those based on sexual orientation and gender identity), and a system that takes complaints seriously, investigates



and deals with them in a sensitive and effective manner.

Training and support

- All Wisdom Council stakeholders will have access to training through mandatory and recommended routes to assist them to translate the requirements of this policy into practice.
- Equality Impact Assessment training will be available to all policy and project leads, and additional support can be provided on request.
- Additional support and bespoke training is available upon request.

The Wisdom Council will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of stakeholders, clients and job applicants.

The Wisdom Council's equality and diversity policy is fully supported by the senior management.

The Wisdom Council's equality and diversity policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

This policy was last reviewed on February 2026.