02 Equality, Diversity and Inclusion

Version 1.0

Scope: WCA directors, personnel, associates and subcontractors, as applicable to their work.

Purpose

Promote equitable access and fair treatment in recruitment, consultancy and service delivery.

Policy commitment

Discrimination, harassment and victimisation are prohibited. WCA will observe applicable equality legislation, including the Equality Act 2010 where applicable.

Implementation

Use objective selection criteria, accessible materials and reasonable adjustments where required. Review programme design for barriers and avoid stereotypes. Apply the same principles to associates and suppliers.

Reporting and accountability

Raise concerns through the complaints route; investigate impartially, protect against retaliation and implement corrective actions. Review accessibility and equality risks at project planning and closeout.