

# WheelPower

## Equality and Diversity Statement

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WheelPower will continue to build towards a culture that is diverse and inclusive that recognises and develops the potential of all stakeholders.

We recognise the business benefits and opportunities of having a diverse community of Board members and staff who value one another and realise the contribution they can make to achieving WheelPower's mission of "Transforming Lives Through Sport".

WheelPower will have a Board that is representative of those it serves with an appropriate gender balance and representation from both disabled people and BAME communities.

WheelPower is committed to equality and diversity in all its activities promoting inclusive processes, practices and culture in line with the equality principles set out in the Equality Act 2010.

WheelPower will eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

WheelPower will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us. This includes promoting equality and diversity for all people, but in particular for those identified in the Equality Act (2010) with the following "protected characteristics":

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity

This policy statement applies to all staff, service users, trustees, volunteers and those with whom we work in partnership.