

Equity, Diversity and Inclusion Policy

Wylde Connections Limited

Effective date: 1 January 2026

Review date: December 2026

Policy owner: Operations Director (Charlotte Taylor)

1. Purpose

Wylde Connections is committed to creating and maintaining a working environment where equity, diversity and inclusion are actively promoted and embedded in everyday practice. This policy sets out our commitment to fair treatment, dignity and respect for all, and our approach to preventing discrimination, harassment and victimisation.

We recognise that inclusive organisations perform better, attract diverse talent and create safer, more effective working relationships with colleagues, clients and partners.

2. Scope

This policy applies to all employees, associates, contractors and anyone working on behalf of Wylde Connections. It also applies to job applicants, volunteers and those engaging with us through training, consultancy or partnership activities.

3. Legal framework

This policy is informed by and complies with the Equality Act 2010 and associated UK legislation and guidance.

The Equality Act protects individuals from discrimination on the basis of the following protected characteristics:

- 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. Policy statement

Wylde Connections will:

- Treat all individuals fairly and with respect
- Provide equality of opportunity in recruitment, employment, training and progression
- Prevent unlawful discrimination, harassment and victimisation
- Make reasonable adjustments to remove barriers for disabled people
- Promote an inclusive culture where difference is valued

Discrimination, harassment or victimisation will not be tolerated and may result in disciplinary action.

5. Inclusion and reasonable adjustments

We recognise that inclusion goes beyond legal compliance. Wylde Connections is committed to:

- Supporting neurodiversity
- Supporting individuals experiencing menopause-related symptoms
- Supporting mental health and wellbeing
- Making reasonable adjustments for disabled employees and those with long-term health conditions

Reasonable adjustments may include changes to working practices, equipment, hours, communication methods or the working environment. Adjustments will be considered proactively and reviewed regularly.

6. Recruitment and employment practices

All recruitment, selection and promotion decisions will be based on skills, experience, aptitude and role requirements.

We will:

- Use fair and transparent recruitment processes
- Avoid bias in decision-making
- Make reasonable adjustments during recruitment and selection
- Ensure equal access to training and development opportunities

7. Harassment and victimisation

Harassment is unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation occurs when someone is treated less favourably because they have made, or supported, a complaint under this policy.

Third-party harassment, including by clients or partners, will not be tolerated.

Concerns should be raised in line with the Dignity at Work (Bullying and Harassment) Policy.

8. Responsibilities

Management responsibilities

Managers are responsible for:

- Leading by example
- Implementing this policy fairly and consistently
- Addressing concerns promptly and sensitively
- Supporting reasonable adjustments
- Ensuring inclusive working practices

Individual responsibilities

All individuals working for or with Wylde Connections are expected to:

- Treat others with dignity and respect
- Avoid discriminatory behaviour
- Challenge inappropriate behaviour where safe to do so
- Raise concerns if they witness or experience discrimination

9. Raising concerns

Concerns about discrimination, harassment or victimisation should be raised as early as possible.

Issues may be addressed informally where appropriate, or formally through the grievance, dignity at work or disciplinary procedures.

No one will suffer detriment for raising a genuine concern.


10. Monitoring

Wylde Connections will keep monitoring proportionate and appropriate to the size and nature of the organisation. Information will be handled confidentially and in line with data protection requirements.

Monitoring will be used to identify potential barriers and improve inclusive practice, not to disadvantage individuals.

11. Review and governance

This policy will be reviewed annually and updated as required to reflect changes in legislation, guidance and organisational practice.

A handwritten signature in black ink, appearing to be "J. Smith", is written over a light grey rectangular background.

Approved by: Operations Director

Date: 29th December 2025