

Equality Policy

1. Statement of Commitment

World Aid Network (WAN) is committed to advancing equality, valuing diversity and eliminating unlawful discrimination, in line with the Equality Act 2010. WAN provides medical and humanitarian aid solely on the basis of clinical need and socio-economic vulnerability.

2. Protected Characteristics

WAN does not discriminate on the basis of any protected characteristic under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3. Inclusive Aid Delivery

Screening and surgical camps run by WAN and its partners are open to all eligible beneficiaries regardless of their background. Cultural sensitivity is observed, but no local custom or practice will be allowed to prevent vulnerable groups, particularly women and children, from accessing essential medical care.

4. Accessibility

WAN strives to make its sites and communications accessible to those with disabilities, removing physical, sensory and digital barriers wherever reasonably practicable.

5. Equality in Recruitment and Volunteering

Trustees, employees and volunteers are recruited on merit, with the support of safer recruitment procedures. Reasonable adjustments are made wherever practicable. Discrimination, harassment and victimisation are prohibited under the Bullying and Harassment Policy.

6. Reporting Discrimination

Anyone who experiences or witnesses discrimination, harassment or victimisation should report it under the Bullying and Harassment Policy or the Whistleblowing Policy. Reports are investigated promptly and confidentially.

7. Monitoring and Review

WAN monitors the diversity of its trustees, volunteers and beneficiaries (anonymously) to identify barriers and improve practice. This policy is reviewed annually by the trustees.