



WaveUp Radio

Equal Opportunities Policy

1. Policy Statement

WaveUp Radio is committed to promoting equality, fairness and inclusion in all aspects of its activities and operations.

The organisation aims to provide equal opportunities in employment, volunteering, broadcasting, training, partnerships and audience engagement, while creating an environment that respects and values diversity.

WaveUp Radio will not tolerate discrimination, harassment, bullying or victimisation of any kind.

2. Purpose

The purpose of this policy is to:

- Promote equality of opportunity
- Prevent unlawful discrimination
- Encourage diversity and inclusion
- Support fair recruitment and employment practices
- Create a respectful and inclusive workplace and broadcasting environment
- Support compliance with UK equality legislation and regulatory expectations

3. Scope

This policy applies to:

- Employees
- Freelancers
- Volunteers
- Presenters
- Contributors
- Contractors
- Job applicants
- Anyone representing or working with WaveUp Radio

The policy applies to all organisational activities, including:

- Recruitment and selection
- Employment practices
- Training and development
- Broadcasting and content production
- Community engagement
- Events and partnerships

4. Equality Commitment

WaveUp Radio is committed to ensuring that no individual is treated less favourably because of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex

- Sexual orientation
- Socio-economic background

This commitment aligns with the principles of the Equality Act 2010.

5. Recruitment & Employment

WaveUp Radio will:

- Recruit based on merit, skills and suitability
- Promote fair and transparent recruitment processes
- Encourage applications from underrepresented groups
- Provide equal access to opportunities and development
- Treat staff, volunteers and contributors fairly and respectfully

Decisions relating to recruitment, training, promotion and engagement will be based on objective criteria where possible.

6. Inclusive Broadcasting

WaveUp Radio recognises the importance of representing diverse communities and perspectives.

The organisation aims to:

- Promote inclusive and respectful content
 - Support emerging and underrepresented voices
 - Reflect multicultural audiences through programming
 - Avoid discriminatory or offensive material
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7. Harassment, Bullying & Discrimination

WaveUp Radio will not tolerate:

- Discrimination
- Harassment

- Bullying
- Victimisation
- Offensive or abusive conduct

This applies both on-air and off-air, including online interactions and social media activity connected to the organisation.

Concerns may be raised through the organisation's Complaints Procedure.

8. Reasonable Adjustments

Where appropriate, WaveUp Radio will consider reasonable adjustments to support individuals with disabilities or additional needs.

9. Responsibilities

All individuals associated with WaveUp Radio are expected to:

- Treat others with dignity and respect
- Promote equality and inclusion
- Avoid discriminatory conduct
- Support a safe and welcoming environment

Management is responsible for:

- Promoting awareness of this policy
 - Addressing concerns appropriately
 - Encouraging fair and inclusive practices
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10. Monitoring & Review

WaveUp Radio may collect anonymous diversity information to:

- Monitor representation
- Improve equality and inclusion
- Support regulatory compliance

All monitoring information will be handled confidentially and in accordance with data protection legislation.

This policy will be reviewed periodically to ensure continued effectiveness and compliance.

11. Related Policies

This policy should be read alongside:

- Equality, Diversity & Inclusion Policy
- Recruitment & Selection Policy
- Safeguarding Policy
- Complaints Procedure

12. Policy Approval

Organisation:

WaveUp Radio

Approved by:

PrimeVortex Holdings Limited

Effective Date:

1 May 2026

Review Date:

1 May 2027