



WaveUp Radio Equality, Diversity & Inclusion Policy

WaveUp Radio

Equality, Diversity & Inclusion (EDI) Policy

Policy Statement

WaveUp Radio is committed to promoting equality, diversity and inclusion across all areas of its operations, broadcasting, recruitment, partnerships and audience engagement.

As a broadcaster serving diverse communities, WaveUp Radio recognises the importance of creating an inclusive environment where all individuals are treated fairly, with dignity and respect, regardless of background or personal characteristics.

WaveUp Radio aims to reflect the diversity of the communities it serves through its workforce, presenters, contributors, programming and audience interaction.

1. Purpose of this Policy

This policy outlines WaveUp Radio's commitment to:

- Promoting equal opportunities
 - Preventing discrimination, harassment and victimisation
 - Encouraging diversity in recruitment and programming
 - Creating an inclusive workplace culture
 - Meeting relevant UK legal and regulatory obligations, including Ofcom requirements
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2. Scope

This policy applies to:

- Employees
 - Freelancers
 - Volunteers
 - Presenters and contributors
 - Contractors and suppliers
 - Job applicants
 - Anyone representing WaveUp Radio
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3. Equality Commitment

WaveUp Radio will not discriminate on the basis 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 UK Equality Act 2010.

4. Recruitment & Employment

WaveUp Radio is committed to fair and transparent recruitment practices.

We will:

- Advertise opportunities openly where appropriate
 - Select candidates based on merit, skills and suitability
 - Encourage applications from underrepresented groups
 - Provide equal access to development opportunities
 - Promote fair treatment throughout employment
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5. Inclusive Broadcasting & Content

WaveUp Radio seeks to:

- Represent diverse voices and perspectives
- Promote respectful and inclusive programming
- Support emerging and underrepresented talent
- Avoid discriminatory or offensive content
- Encourage community participation

The station values cultural diversity and aims to provide programming that reflects modern multicultural Britain.

6. Workplace Conduct

All staff, presenters and contributors are expected to:

- Treat others with respect
- Maintain professional behaviour
- Avoid discriminatory language or conduct
- Promote an inclusive environment on and off air

Bullying, harassment or discrimination will not be tolerated.

7. Complaints & Reporting

Anyone who experiences or witnesses discrimination, bullying or harassment is encouraged to report it confidentially to management.

WaveUp Radio will:

- Investigate complaints fairly
 - Take appropriate action where necessary
 - Protect individuals from victimisation
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8. Monitoring & Review

WaveUp Radio may collect diversity monitoring information where appropriate to:

- Support equality objectives
- Improve representation
- Meet regulatory obligations

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

This policy will be reviewed periodically to ensure continued effectiveness and compliance with legal and regulatory requirements.

9. Responsibility

Senior management and all individuals working with WaveUp Radio share responsibility for implementing this policy and promoting equality, diversity and inclusion throughout the organisation.

10. Policy Approval

Approved by:

PrimeVortex Holdings Limited

Organisation:

WaveUp Radio

Effective Date:

1 May 2026

Review Date:

1 May 2027

