



Wicklow Pride® Foundation Limited

Advanced Governance & Organisational Policies

Governance, Safety, Equality, Financial, Media & Organisational Frameworks

24 May 2026

This Governance & Organisational Policies Pack has been adopted by Wicklow Pride® Foundation Limited to support high standards of governance, equality, safeguarding, transparency, inclusion, professionalism, accountability, accessibility, and community responsibility. All policies contained within this document shall be reviewed annually by Wicklow Pride® Foundation Limited.

Equality, Diversity & Inclusion (EDI) Policy

Wicklow Pride® Foundation Limited is committed to equality, diversity, accessibility, inclusion, dignity, representation, and human rights. The organisation opposes discrimination based on sexual orientation, gender identity, disability, race, ethnicity, religion, age, family status, socioeconomic background, or any protected characteristic. The organisation will strive to create inclusive, respectful, and accessible environments across all activities and communications.

Safeguarding Vulnerable Adults Policy

Wicklow Pride® Foundation Limited recognises that vulnerable adults may face heightened risks of abuse, coercion, discrimination, neglect, exploitation, harassment, isolation, or harm. The organisation is committed to safeguarding vulnerable adults and maintaining environments that are safe, respectful, inclusive, accessible, and free from abuse or intimidation.

GDPR, Privacy & Cookies Policy

Wicklow Pride® Foundation Limited shall process personal information lawfully, transparently, securely, and responsibly in accordance with GDPR and Irish Data Protection legislation. The organisation may collect personal data through websites, events, volunteer forms, mailing lists, donations, memberships, and media activities. Users shall be informed of their rights regarding access, correction, deletion, and consent withdrawal.

Financial Controls & Procurement Policy

Wicklow Pride® Foundation Limited is committed to responsible financial governance, transparency, accountability, fraud prevention, ethical procurement, and proper management of grants, donations, sponsorships, fundraising income, and organisational resources. Financial decisions shall be appropriately authorised and recorded.

Volunteer Handbook & Volunteer Standards Policy

Volunteers are expected to uphold organisational values, safeguarding obligations, equality standards, professionalism, confidentiality, inclusion principles, codes of conduct, and respectful behaviour. Wicklow Pride® Foundation Limited values volunteer wellbeing, support, accessibility, and community

participation.

Event Management & Crowd Safety Policy

Wicklow Pride® Foundation Limited shall seek to maintain safe environments at public events, Pride activities, workshops, demonstrations, and community gatherings. Event planning may include crowd safety, emergency procedures, safeguarding, accessibility, risk assessments, severe weather planning, medical response procedures, and liaison with relevant authorities where necessary.

Incident Reporting Policy

All incidents involving safety concerns, safeguarding concerns, discrimination, harassment, accidents, conflicts, threats, misconduct, or operational issues should be reported promptly through organisational procedures. Serious incidents may require escalation to relevant authorities or emergency services.

Lone Working Policy

Wicklow Pride® Foundation Limited recognises risks associated with lone working during outreach, meetings, events, advocacy activities, travel, media engagement, or community work. Reasonable safety measures shall be implemented to protect volunteers, representatives, and staff working alone.

Substance Use & Alcohol Policy

The organisation is committed to maintaining safe and respectful environments. Abuse of alcohol or illegal substances during organisational activities, events, volunteering, safeguarding responsibilities, or public representation may result in removal from activities or disciplinary action.

Cybersecurity & Digital Communications Policy

Wicklow Pride® Foundation Limited recognises the importance of protecting organisational systems, accounts, communications, and digital infrastructure. Representatives should use strong passwords, maintain confidentiality, avoid phishing risks, and protect organisational information and social media accounts responsibly.

Crisis Communications Policy

Only authorised representatives may issue official public statements on behalf of Wicklow Pride® Foundation Limited during emergencies, controversies, safeguarding incidents, public disputes, or

reputational issues. Communications should remain factual, respectful, transparent, and aligned with organisational values.

Trademark & Brand Usage Policy

The Wicklow Pride® name, logo, branding, identity, and associated intellectual property are protected organisational assets. Unauthorised use, alteration, misuse, commercial exploitation, or misrepresentation of Wicklow Pride® branding is prohibited without prior written permission.

Ethical Sponsorship & Partnerships Policy

Wicklow Pride® Foundation Limited will seek partnerships and sponsorships that align with equality, inclusion, human rights, accessibility, community wellbeing, and organisational values. The organisation reserves the right to refuse partnerships inconsistent with its mission or ethical standards.

Reserves & Sustainability Policy

The organisation shall seek to maintain responsible financial reserves where possible to support sustainability, operational continuity, emergency planning, organisational resilience, and long-term community objectives.

Anti-Corruption & Anti-Fraud Policy

Wicklow Pride® Foundation Limited has zero tolerance for fraud, corruption, bribery, financial misconduct, misuse of funds, falsification of records, or unethical financial behaviour. Any concerns may be investigated and referred to relevant authorities where appropriate.

Anti-Racism Policy

Wicklow Pride® Foundation Limited opposes racism, xenophobia, discrimination, hate speech, racial harassment, exclusion, and inequality. The organisation is committed to promoting anti-racism, representation, inclusion, intersectionality, equality, and community solidarity.

Mental Health & Wellbeing Policy

The organisation recognises the importance of mental health, psychological safety, wellbeing, burnout prevention, and supportive environments. Wicklow Pride® Foundation Limited encourages compassionate, respectful, and supportive community engagement.

Environmental Sustainability Policy

Wicklow Pride® Foundation Limited supports environmentally responsible practices and sustainable event planning where reasonably practicable. This may include waste reduction, recycling, environmentally conscious procurement, accessibility-conscious travel planning, and sustainable community practices.

Risk Management Framework

The organisation shall seek to identify, assess, monitor, and reduce risks relating to safeguarding, governance, finance, operations, public events, reputation, cybersecurity, health and safety, legal compliance, and organisational sustainability.

Whistleblowing & Protected Disclosures Policy

Wicklow Pride® Foundation Limited supports transparency, accountability, and ethical governance. Individuals may confidentially report serious concerns relating to misconduct, safeguarding, financial irregularities, discrimination, abuse, corruption, unlawful behaviour, or governance failures without fear of retaliation.

Contact Information

Wicklow Pride® Foundation Limited

County Wicklow, Ireland

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