



Wicklow Pride® Foundation Limited

Additional Organisational Policies Pack

Governance, Equality, Volunteer, Financial & Operational Policies

24 May 2026

Complaints Policy

Wicklow Pride® Foundation Limited is committed to dealing with complaints fairly, respectfully, confidentially, transparently, and promptly. Complaints relating to organisational activities, volunteers, events, safeguarding, equality, governance, communications, or organisational conduct may be submitted in writing and will be reviewed appropriately.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

GDPR & Data Protection Policy

Wicklow Pride® Foundation Limited shall manage personal information responsibly and in accordance with GDPR and Irish Data Protection legislation. Personal information collected through events, memberships, volunteering, mailing lists, and online activity shall be processed lawfully, securely, and transparently.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Volunteer Policy

Wicklow Pride® values the contribution of volunteers and is committed to creating safe, respectful, inclusive, supportive, and professionally managed volunteering environments. Volunteers are expected to uphold organisational values, equality principles, safeguarding obligations, and codes of conduct.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Anti-Bullying, Harassment & Hate Speech Policy

Wicklow Pride® Foundation Limited has zero tolerance for bullying, harassment, intimidation, hate speech, discrimination, abuse, or exclusionary behaviour. All participants, volunteers, representatives, and attendees are expected to behave respectfully and professionally.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Health & Safety Policy

Wicklow Pride® Foundation Limited is committed to maintaining safe environments across all organisational activities including events, meetings, workshops, outreach programmes, Pride festivals, and online activities. Risk assessments and safety procedures shall be implemented where appropriate.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Financial Management & Internal Controls Policy

As a not-for-profit organisation, Wicklow Pride® Foundation Limited is committed to responsible financial governance, accountability, transparency, proper record keeping, fraud prevention, and lawful management of funding, grants, sponsorship, donations, and organisational resources.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Social Media Policy

Official Wicklow Pride® social media platforms shall be used responsibly, professionally, inclusively, and respectfully. Hate speech, bullying, discrimination, harassment, misinformation, and abusive behaviour will not be tolerated.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Safeguarding Vulnerable Adults Policy

Wicklow Pride® Foundation Limited is committed to safeguarding vulnerable adults and maintaining environments that are safe, respectful, accessible, inclusive, and free from abuse, exploitation, discrimination, neglect, intimidation, or harassment.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Garda Vetting Policy

Where required by law or safeguarding standards, Wicklow Pride® Foundation Limited may implement Garda Vetting procedures for individuals working with children, young people, or vulnerable adults as part of organisational activities.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Fundraising & Ethical Donations Policy

Wicklow Pride® Foundation Limited is committed to ethical fundraising practices and transparent use of donations, sponsorship, grants, and fundraising income. The organisation reserves the right to refuse donations or partnerships inconsistent with organisational values or human rights principles.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Media Relations Policy

Only authorised representatives may speak publicly on behalf of Wicklow Pride® Foundation Limited. Public communications should reflect organisational values, professionalism, equality, inclusion, and factual accuracy.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Diversity, Equity & Inclusion Policy

Wicklow Pride® Foundation Limited is committed to promoting diversity, equity, accessibility, inclusion, representation, and respect for all people regardless of gender identity, sexuality, race, disability, ethnicity, religion, age, or social background.

This policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.

Contact Information

Wicklow Pride® Foundation Limited

County Wicklow, Ireland

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