



Wicklow Pride® Foundation Policy & Values Framework

Official Organisational Policy Document

24 May 2026

Date: 24 May 2026

Wicklow Pride® Foundation Limited is a community-led, not-for-profit organisation dedicated to advancing equality, visibility, inclusion, dignity, safety, creativity, and human rights for LGBTQIA+ people and all communities across County Wicklow and beyond. This policy framework has been developed based on the organisation's Constitution, governance principles, and Code of Conduct documents.

1. Who We Are Wicklow Pride® Foundation Limited was founded on the belief that every person deserves to live openly, safely, equally, and proudly without fear of discrimination, exclusion, hatred, or prejudice. Since its origins in 2014, Wicklow Pride® has evolved into more than a festival. It is a platform for advocacy, education, community-building, arts, culture, visibility, support, and social progress. We believe Pride is not simply an event. Pride is a commitment to human dignity, equality, justice, representation, and belonging. Wicklow Pride® exists to help create a society where diversity is celebrated and where LGBTQIA+ people — alongside all marginalised and underrepresented communities — are treated with respect, compassion, fairness, and equality.

2. Our Mission • To promote equality, inclusion, visibility, dignity, and human rights.

- To support and empower LGBTQIA+ individuals and communities.
 - To challenge discrimination, hatred, prejudice, racism, exclusion, and inequality.
 - To create safe and welcoming spaces for all people.
 - To foster understanding, education, dialogue, and awareness.
 - To celebrate diversity through arts, culture, events, outreach, media, and community engagement.
 - To support positive mental health, wellbeing, belonging, and community connection.
 - To advocate for a fairer and more inclusive society.
3. Our Purpose Wicklow Pride® Foundation Limited exists to serve the community through meaningful action, responsible leadership, and visible public engagement. Its purpose includes delivering festivals, workshops, outreach initiatives, advocacy campaigns, educational programmes, cultural activities, strategic partnerships, and volunteer development opportunities that support equality, inclusion, and diversity.
4. Our Core Values **Equality** – We believe all people are equal and deserving of dignity, opportunity, respect, and protection.

Inclusion – We strive to create spaces where everyone feels welcome, safe, valued, and heard.

Integrity – We will conduct ourselves honestly, ethically, responsibly, and transparently.

Accountability – We accept responsibility for our actions, conduct, finances, governance, and public communications.

Respect – We expect respectful behaviour at all times.

Compassion – We approach our work with empathy and understanding.

Diversity – We celebrate diversity as a strength.

Community – We believe meaningful change is achieved through collaboration and solidarity.

5. Standards of Conduct Wicklow Pride® Foundation Limited holds itself, its representatives, volunteers, members, partners, and leadership to high professional and ethical standards. The organisation expects all individuals representing Wicklow Pride® to behave respectfully, honestly, responsibly, and professionally at all times.

6. Expectations of Volunteers, Members & Representatives Volunteers are at

the heart of Wicklow Pride® Foundation Limited. Every volunteer, member, committee representative, or public spokesperson is expected to:

- Treat others with dignity and respect.
- Work collaboratively and constructively.
- Follow organisational policies and procedures.
- Maintain professionalism in public and online conduct.
- Support inclusion, equality, and diversity.

• Engage positively with the public and stakeholders.

7. Public Conduct & Representation Wicklow Pride® Foundation Limited recognises that its conduct in public reflects directly on the communities it serves. The organisation commits to responsible communications, respectful public engagement, professionalism online and offline, and ensuring public messaging aligns with organisational values.

8. Governance, Transparency & Accountability Wicklow Pride® Foundation Limited is committed to strong governance, ethical leadership, transparency, accountability, responsible financial oversight, and compliance with all applicable laws and regulations.

9. Financial Principles Wicklow Pride® Foundation Limited is a **not-for-profit company**. 100% of all funding, sponsorship, donations, grants, fundraising income, and organisational revenue is reinvested directly into supporting the organisation's mission, objectives, programmes, advocacy, educational activities, outreach, events, and development initiatives. No profits are distributed to directors, members, or individuals.

10. Diversity, Equality & Human Rights Wicklow Pride® Foundation Limited firmly opposes homophobia, transphobia, biphobia, racism, xenophobia, ableism, misogyny, hate speech, harassment, bullying, and discrimination of any kind. The organisation supports equality, dignity, accessibility, and inclusion for all communities.

11. Role in Society Wicklow Pride® Foundation Limited believes organisations like ours have an important role in building healthier, safer, and more inclusive communities. Our role includes giving visibility to underrepresented voices, encouraging civic participation, promoting education and awareness, supporting community wellbeing, and challenging prejudice and inequality.

12. Achieving Our Objectives Wicklow Pride® Foundation Limited will work toward achieving its objectives through:

- Festivals and public events
- Arts and cultural programming
- Workshops and outreach initiatives
- Advocacy campaigns
- Educational initiatives
- Media and communications
- Strategic partnerships
- Volunteer development

• Community engagement

13. Commitment to Safe & Respectful Environments Wicklow Pride® Foundation Limited is committed to maintaining environments that are safe, respectful, inclusive, welcoming, accessible, and free from harassment, discrimination, bullying, intimidation, and abuse.

14. Our Commitment to the Future Wicklow Pride® Foundation Limited is committed to continuing its work with integrity, transparency, compassion, professionalism, and accountability. We remain dedicated to supporting communities, celebrating diversity, defending equality, promoting inclusion, and helping create a future where everyone can live openly, safely, and proudly.

Document Review Policy:

This document shall be formally reviewed annually by Wicklow Pride® Foundation Limited to ensure it

remains accurate, relevant, effective, and aligned with the organisation's mission, values, legal obligations, and community needs.