

Wye Dean Wellbeing CIC

Equal Opportunities Policy

V2

8 June 2023



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Statement of Policy [↑](#)

Discrimination is unacceptable and breaches of this policy will lead to disciplinary proceedings and if appropriate disciplinary action. The aim of this policy is to ensure no person feels discriminated on the grounds of race, (including ethnic origin, colour, nationality, and national origin) age, disability, gender (including sex, marriage, or gender re-assignment), religion, or belief.

We aim to ensure this policy is circulated to all those that work or are involved with Wye Dean Wellbeing to eliminate discrimination and eliminate harassment through the following:

- Opposing to all forms of unlawful and unfair discrimination.
- Treatment of fairness and respect to each other.
- Everyone will be helped and encouraged to reach their full potential where talents of everyone will fully be utilised to maximise the efficiency of our organisation.
- Welcome each individual opportunity to report any incidents of discrimination or unfairness to any one of the Directors of Wye Dean Wellbeing.

Wye Dean Wellbeing

Recruitment and selection [↑](#)

This is an important process when implementing an equal opportunity policy. We therefore endeavour to ensure we will not discriminate whether consciously or unconsciously in selecting individuals to Wye Dean Wellbeing. Positions within will be done with fairness and respect and simultaneously will include a statement on equal opportunities.

- Selection will be based on merit, aptitude, specific to skills required, and ability with reasons for decisions noted and recorded.
- Questions for a position at Wye Dean Wellbeing will be in relation to the requirements of each position and not of a discriminatory nature.
- Selection decisions will not be influenced by any perceived prejudices of others.
- All specific needs will be considered for any position to comply with this policy and no person will be disqualified due to any disability.

Wye Dean Wellbeing

Our commitment [↑](#)

This policy will be implemented in accordance with statutory requirement and full account will be taken of available guidance to enable us to maintain and promote a neutral working environment where no one feels under threat, intimidated or unsafe in our organisation. We aim to create an environment in which individual difference and diversity contributes to Wye Dean Wellbeing, so everyone feels recognised and valued. Everyone will be entitled to be part of an environment that promotes dignity and respect to each other so no form of bullying or harassment will be tolerated.

Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings and removal from Wye Dean Wellbeing with or without given notice.

- This policy is fully supported by management and directors of Wye Dean Wellbeing
- This policy will be monitored and reviewed annually.
- All new individuals who join our organisation will be reminded that they are obliged to conform with our policies.