

# Equal Opportunities Policy

## REVISION RECORD

Version	Description	Date
3	Third draft	December 2025

A handwritten signature in black ink, appearing to read 'Guy Steward'.

Signed:

Director

## Statement of Policy

Discrimination is unacceptable, and breaches of this policy may lead to disciplinary proceedings and, where appropriate, disciplinary action.

The aim of this policy is to ensure that no individual is treated less favourably or feels discriminated against on the grounds of **race (including ethnic origin, colour, nationality, or national origin), age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, or sexual orientation**, in accordance with the **Equality Act 2010**.

This policy applies to all employees, volunteers, contractors, affiliates, and anyone involved with or working on behalf of Wye Dean Wellbeing.

We aim to ensure this policy is communicated effectively to everyone associated with Wye Dean Wellbeing in order to eliminate discrimination, harassment, and victimisation through the following commitments:

- Opposing all forms of unlawful and unfair discrimination.
- Treating everyone fairly and with dignity and respect.
- Supporting and encouraging all individuals to reach their full potential, ensuring their skills and talents are recognised and utilised.
- Encouraging individuals to report any incidents of discrimination, harassment, or unfair treatment to a Director of Wye Dean Wellbeing without fear of reprisal.

## Recruitment and Selection

Recruitment and selection are critical to the effective implementation of this Equal Opportunities Policy.

Wye Dean Wellbeing is committed to ensuring that no individual is discriminated against, either consciously or unconsciously, during recruitment, selection, or appointment processes. All vacancies will include a statement confirming our commitment to equal opportunities.

- Selection decisions will be based on merit, aptitude, skills, experience, and ability relevant to the role. Reasons for decisions will be recorded where appropriate.
- Questions asked during recruitment will relate solely to the requirements of the role and will not be discriminatory.
- Selection decisions will not be influenced by assumptions, stereotypes, or the prejudices of others.
- Reasonable adjustments will be considered and made where appropriate to support applicants with disabilities. No individual will be excluded solely on the basis of disability unless it can be objectively justified.



## Our Commitment

This policy will be implemented in accordance with statutory requirements and relevant guidance. Wye Dean Wellbeing is committed to maintaining a safe, inclusive, and neutral working environment in which no one feels threatened, intimidated, or unsafe.

We aim to foster an environment where individual differences and diversity are recognised as strengths, and where everyone feels valued and respected. All individuals have the right to work and engage in an environment that promotes dignity and respect. Bullying, harassment, and victimisation will not be tolerated in any form.

Breaches of this policy will be treated as misconduct and may result in disciplinary action, including removal from involvement with Wye Dean Wellbeing, with or without notice, depending on the severity of the breach.

## Governance and Review

- This policy is fully supported by the Directors and management of Wye Dean Wellbeing.
- The policy will be monitored and reviewed annually, or sooner if required by changes in legislation or organisational practice.
- All new practitioners and students will be informed of this policy and are required to comply with it as part of their engagement with the organisation.