

Wye Dean Wellbeing CIC

Equality and Diversity Policy

V2

8 June 2023



Wye Dean Wellbeing

Purpose

At The CIC we take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual.

We are committed to providing equality of opportunity and anti-discriminatory practice for everyone according to their individual needs.

Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy, or maternity, ethnic or national origin, or political belief has no place within the CIC.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When the CIC selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of the CIC will be fully utilised, and we will maximise the efficiency of our whole workforce.

Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the Directors of The CIC at the earliest opportunity. Appropriate steps will then be taken to investigate the matter and if such concerns are well-founded, disciplinary action will be taken.

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The CIC are committed to:

- Creating an environment in which individual differences and the contributions of all members are recognised and valued.
- Creating a working environment that promotes dignity and respect for every employee.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which the CIC believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our practices and procedures so that fairness is maintained at all times.

Recruiting, selecting, training, and promoting individuals based on occupational skills requirements. In this respect, the CIC will ensure that no applicant, volunteer or employee will receive less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity/paternity which cannot be justified as being necessary for the safe and effective performance of their work or training.

We will continually improve our knowledge and understanding of issues of equality, inclusion, and diversity. Regularly reviewing, monitoring, and evaluating the effectiveness of our practices to ensure they promote equality and diversity over all our practices.

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Read and Signed by:



Director

REVISION RECORD

Version	Description	Date
1	First draft	May 2023
2	Second draft	June 2023