

Equality and Diversity Policy

REVISION RECORD

Version	Description	Date
3	Third draft	December 2025

Signed:

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

Director



Purpose

At Wye Dean Wellbeing, we are committed to treating 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 to promoting anti-discriminatory practice for everyone, in accordance with their individual needs.

Discrimination has no place within the CIC. We do not tolerate discrimination on the grounds of **age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation**, in line with the **Equality Act 2010**. We also respect and value differences in ethnic or national origin and political belief, where these do not conflict with the safe and lawful delivery of services.



Fair Treatment

All practitioners, whether part-time, full-time, temporary, or sessional, will be treated fairly and with respect.

When Wye Dean Wellbeing selects practitioners training, or any other benefit, decisions will be based solely on aptitude, ability, and suitability for the role. All employees will be supported and encouraged to develop their full potential and to utilise their unique talents.

By doing so, the skills and resources of Wye Dean Wellbeing will be fully utilised, and we will maximise the effectiveness and efficiency of our workforce.

Any individual who believes that this policy is not being upheld has a responsibility to report their concerns to the Directors of Wye Dean Wellbeing at the earliest opportunity.

Appropriate steps will be taken to investigate such concerns, and where they are found to be well-founded, proportionate disciplinary action will be taken.



Wye Dean Wellbeing Is Committed To:

- Creating an environment in which individual differences and the contributions of all members are recognised and valued.
- Promoting a working environment that upholds dignity and respect for everyone.
- Making training, development, and progression opportunities accessible to all practitioners.
- Promoting equality in the workplace, recognising that this represents good management practice and sound organisational governance.
- Encouraging individuals who feel they have been subject to discrimination to raise their concerns so that corrective action can be taken.
- Encouraging all practitioners to treat others with dignity and respect.
- Regularly reviewing policies, procedures, and practices to ensure fairness is consistently maintained.



Recruitment, Training, and Progression

Recruitment, selection, training, and promotion will be based on occupational skills requirements and organisational needs.

Wye Dean Wellbeing will ensure that no practitioner receives less favourable treatment on the grounds of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, or pregnancy or maternity, unless such treatment can be objectively justified as necessary for the safe and effective performance of their work or training.



Monitoring and Review

We are committed to continually improving our knowledge and understanding of equality, inclusion, and diversity. Our practices will be regularly reviewed, monitored, and evaluated to ensure they promote equality and diversity across all areas of our work.