

## **18b. Equal Opportunities Policy for Employees**

### **Statement of intent**

Welford Pre-school is committed to the principles and practice of equal opportunity.

### **Aim**

Welford Pre-school wishes to provide equal opportunities to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status or social class. We oppose all forms of unlawful and unfair discrimination.

### **Methods**

- All employees will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- The Equal Opportunities policy will be distributed to all employees.

### **Our commitment**

- Every employee is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- Breaches of Welford Pre-school's Equal Opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by Welford Pre-school Management Committee.

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|--------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Date reviewed                                                      | <b>13/10/2025</b>                                                                   |
| This policy was adopted at a meeting of Welford Pre-school held on | <b>23/10/2025</b>                                                                   |
| Signed on behalf of the Committee                                  |  |
| Role of signatory                                                  | <b>Chair</b>                                                                        |