Clybiau Llywodraethwyr a Chylch Chwarae
Gresffordd Gresford
Governors' Clubs and Playgroup

Equal Opportunities Policy

Equality Act Impact Assessment	YES	NO	Ionawr 2025
Last Review Date	May 2026		
Date to be reviewed	May 2027		
Date Adopted by Management Committee	10.06.2026		
Responsible Individual - Mr Richard Hatwood			
Chair of Management Committee – Mrs Jan MacDonald			

1. Purpose

The purpose of this Equal Opportunities Policy is to promote inclusivity and equality within GGCP and to ensure that every individual is treated fairly, respectfully, and without discrimination. This policy aligns with the Equality Act 2010 and other relevant UK legislation, fostering an environment where children, staff, volunteers, and stakeholders feel valued and included.

2. Scope

This policy applies to all GGCP trustees, staff, volunteers, children, parents, guardians, and contractors. It covers all aspects of GGCP's activities, including recruitment, admissions, training, services, and engagement with the community.

3. Policy Statement

GGCP is committed to:
- Providing equal opportunities for all, regardless of protected characteristics such as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Ensuring that everyone at GGCP has access to the same opportunities and is treated with respect, dignity, and fairness.
- Creating an inclusive and welcoming environment that values diversity and encourages everyone's unique contribution.

4. Legal Framework

This policy is designed to comply with relevant UK legislation, including:
- The Equality Act 2010
- The Human Rights Act 1998
- The Employment Rights Act 1996
- Other applicable laws and guidelines from the UK Government and the Charity Commission.

5. Equal Opportunities Principles

GGCP is committed to upholding the following principles:
- Equality: Ensuring everyone has equal access to GGCP's services, opportunities, and resources.
- Diversity: Valuing and respecting differences among individuals, encouraging an inclusive culture that reflects the community we serve.
- Inclusion: Creating an environment where every person, regardless of background or characteristics, feels safe, respected, and able to fully participate.
- Non-Discrimination: Preventing discrimination, harassment, and victimization in all GGCP activities, adhering strictly to anti-discrimination laws.

6. Areas of Application

GGCP's commitment to equal opportunities applies across the following areas:

6.1 Recruitment and Employment
- GGCP is an equal opportunities employer. All recruitment, hiring, and promotion decisions are based solely on merit, skills, and experience, without discrimination.
- Job advertisements and recruitment materials will emphasize GGCP's commitment to equality and diversity, welcoming applicants from diverse backgrounds.
- Reasonable adjustments will be made during recruitment and employment to accommodate the needs of individuals with disabilities or specific requirements.

6.2 Service Provision
- GGCP will provide services in a manner that respects the rights and needs of all children, families, and visitors.
- Admission to GGCP programs will be open to all eligible children, and decisions will be made fairly and without bias.
- Staff will respect each child's individuality, culture, and beliefs, and ensure an inclusive, respectful atmosphere during all activities and services.

6.3 Working Environment
- GGCP will create a working environment that supports equality, where everyone feels valued and respected, and that reflects diverse perspectives.
- Harassment, bullying, or any form of discriminatory behavior is not tolerated. All complaints of discrimination or harassment will be taken seriously and handled according to GGCP's grievance and disciplinary procedures.

6.4 Training and Development

- GGCP will provide equal access to training and development opportunities for all staff and volunteers, ensuring that everyone has the support and skills needed to contribute effectively.
- Training on equality, diversity, and inclusion will be part of the induction for all staff and volunteers and reinforced through regular updates.

7. Anti-Discrimination and Harassment

7.1 Anti-Discrimination
- GGCP is committed to preventing all forms of discrimination, whether direct, indirect, associative, or perceptive, related to protected characteristics.
- Staff, volunteers, and stakeholders must avoid any actions, words, or behaviors that may be discriminatory or make others feel uncomfortable or excluded.

7.2 Harassment and Bullying
- GGCP has a zero-tolerance approach to harassment or bullying in any form. This includes unwanted behavior that is intimidating, offensive, or creates a hostile environment for individuals.
- Any reports of harassment or bullying will be investigated thoroughly, and appropriate actions will be taken, which may include disciplinary action or removal of the individual from GGCP.

8. Accessibility and Reasonable Adjustments

- GGCP is committed to making reasonable adjustments to accommodate the needs of individuals with disabilities or specific requirements. Adjustments may include physical adaptations, flexible scheduling, or adapting activities to ensure full inclusion.
- Staff will ensure that the environment, resources, and activities are accessible to all children and that any child with additional needs is supported to participate fully.

9. Reporting and Addressing Concerns

9.1 Reporting Discrimination or Harassment
- GGCP encourages individuals to report any instances of discrimination, harassment, or unfair treatment. Concerns can be raised informally with the relevant staff member, or formally by following GGCP's grievance procedure.
- Complaints will be treated confidentially, fairly, and sensitively, with appropriate action taken to address any issues.

9.2 Responding to Complaints
- GGCP will investigate all complaints of discrimination or harassment promptly, ensuring impartiality and transparency throughout the process.
- If a complaint is upheld, GGCP will take appropriate disciplinary or corrective action to resolve the issue and prevent future occurrences.

10. Monitoring and Review

10.1 Monitoring Compliance
- GGCP will monitor its practices and procedures regularly to ensure compliance with equal opportunities legislation and internal standards.
- Equality impact assessments may be conducted to identify any areas for improvement, ensuring that GGCP's activities reflect its commitment to equality and diversity.

10.2 Annual Review of Policy
- This policy will be reviewed annually by the Board of Trustees to ensure it remains current, effective, and aligned with legislative changes. Updates will be made to address any identified gaps or improvements.

11. Policy Communication

GGCP will make this policy available to all staff, trustees, volunteers, and parents. It will be included in staff inductions and made available on GGCP's website and noticeboards, ensuring transparency and awareness of GGCP's commitment to equality and inclusivity.

12. Contact Information

For questions, concerns, or more information regarding GGCP's Equal Opportunities Policy, please contact:
- Chair of Trustees: Mrs Jan MacDonald (01978 852342 or playgroup@allsaints-pri.wrexham.sch.uk)
- Responsible Individual: Mr Richard Hatwood (01978 852342 or headteacher@allsaints-pri.wrexham.sch.uk)