



Cathy Wood  
Psychology

### **Equal Opportunities Policy**

Cathy Wood Psychology recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary) and beneficiaries will be treated fairly and with respect.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Dr Cathy Wood.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and beneficiaries are recognised and valued.
- Every employee and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

- The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all staff. Hence, all new staff and subcontractors will be made aware of its existence and on joining the organisation, and reminded they must conform to it on a regular basis. This policy will also be freely available on our website.

Name: Dr Cathy Wood

Signed:

A handwritten signature in black ink, appearing to read 'C Wood', enclosed in a light grey rectangular box.

Date: 07/01/2019

## **Equal Opportunities Policy**

For additional advice or information:

Dr Cathy Wood  
Cathy Wood Psychology  
88 High Street  
Prestatyn  
LL19 9BE

07976419558

[www.cathywoodpsychology.co.uk](http://www.cathywoodpsychology.co.uk)

cathwood@cathywoodpsychology.co.uk

- Equal Opportunities Commission:  
<http://www.eoc.org.uk/Default.aspx?page=19650>
- Commission for Racial Equality:  
[http://www.cre.gov.uk/gdpract/eop\\_sample.html](http://www.cre.gov.uk/gdpract/eop_sample.html)