



Equal opportunities

1. Policy Statement

Bloomers Wellbeing / Lles Blodau CIC (“the Organisation”) is committed to promoting equality, fairness, dignity, and respect in all aspects of our work.

We believe everyone has the right to be treated fairly, feel valued, and have equal access to opportunities, free from discrimination, harassment, or victimisation.

The Organisation aims to create an inclusive environment for staff, volunteers, beneficiaries, partner organisations, and the wider community.

This policy applies to all staff, volunteers, contractors, directors, placements, and anyone representing Bloomers.

2. Purpose of the Policy

This policy ensures that:

- All individuals are treated equally and respectfully
- Discrimination is prevented at all levels
- Opportunities are accessible and based on merit
- Diversity is celebrated and supported
- Our services are delivered fairly and inclusively
- Barriers to inclusion are identified and reduced
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3. Legal Framework

Bloomers Wellbeing complies with all relevant UK and Welsh legislation, including:

- Equality Act 2010
- Human Rights Act 1998
- Welsh Language (Wales) Measure 2011
- Public Sector Equality Duty (where relevant through partnerships)
- Social Services and Well-being (Wales) Act 2014

We uphold the 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

We also recognise socio-economic disadvantage and caring responsibilities as important factors affecting equality of access.



4. Our Commitments

Bloomers Wellbeing will:

4.1 For Beneficiaries

- Ensure services are accessible and delivered fairly
- Provide non-judgemental, inclusive support
- Make reasonable adjustments for disability, learning needs, communication needs, or sensory needs
- Respect cultural, linguistic, and individual preferences
- Promote emotional wellbeing in a way that values diversity

4.2 For Staff and Volunteers

- Recruit fairly using transparent, inclusive processes
- Provide equal access to training, CPD, progression, and supervision
- Prevent harassment, bullying, and discrimination
- Encourage flexible and supportive working arrangements
- Provide reasonable adjustments where required
- Ensure workplace decisions are based on skills, merit, and suitability

4.3 For the Organisation

- Challenge discriminatory behaviour or language
- Promote Welsh language choice and bilingualism where possible
- Embed equality considerations in policy, planning, and delivery
- Maintain a culture where concerns can be raised safely
- Strive for accessible communication in all forms (print, digital, face-to-face)

5. Recruitment and Selection

Bloomers Wellbeing commits to:

- Using inclusive job descriptions and person specifications
- Advertising roles in ways that reach diverse groups
- Shortlisting based on clear criteria
- Ensuring interview decisions are fair and evidence-based
- Applying safer recruitment principles
- Providing reasonable adjustments for candidates with additional needs

Volunteers, students, and staff will be recruited based on values, skills, and suitability – never on discriminatory grounds.

6. Training and Development

The Organisation will:

- Provide equality and diversity awareness training
- Include equality principles within induction
- Ensure supervision and CPD reflects individual needs and barriers
- Support volunteers and staff to raise equality-related questions or concerns

Training will also help staff recognise unconscious bias and promote inclusive practice.



7. Language and Communication

In line with Welsh legislation:

- Bloomers Wellbeing will respect the rights of individuals to use either Welsh or English, and will offer bilingual communication where reasonably possible.
- Materials, forms, and signage will be made accessible, inclusive, and easy to understand.

8. Harassment, Bullying and Discrimination

The Organisation has zero tolerance for:

- Harassment
- Bullying
- Discrimination
- Victimisation
- Hate speech or hate behaviour

Any concerns will be taken seriously, investigated promptly, and addressed in line with disciplinary or volunteer procedures.

9. Making a Complaint or Raising a Concern

Anyone – staff, volunteers, beneficiaries, or partners – can raise concerns about discrimination or inequality.

Concerns can be raised with:

- Managing Director / Youth Wellbeing Lead
- A Director
- DSL (if related to conduct)
- Supervisor
- Volunteer lead

All concerns will be handled:

- Fairly
- Confidentially
- Without retaliation
- In line with relevant procedures
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10. Monitoring and Review

Bloomers Wellbeing will:

- Review equality practices regularly
- Monitor accessibility and inclusion in service delivery
- Review recruitment trends, complaints, and feedback
- Make improvements where barriers are identified

This policy will be reviewed every 2 years or sooner if legislation or organisational circumstances change.



11. Policy Approval

Approved by: Nicholas Claffey

Role: Director

Date: 17/11/2025

Next Review Due: November 2027