

AG EUNICE CARE

Equality, Diversity & Inclusion Policy

Organisation: Nurturenest Family Care and Coaching Ltd (trading as Ag Eunice Care)

Policy No: AEC-POL-003

Version: 1.0

Effective Date: July 2026

Review: Annually

Policy Owner: Director

1. Policy Statement

Ag Eunice Care is committed to providing an inclusive, respectful and equitable environment for clients, candidates, employees, agency workers, contractors and business partners. We do not tolerate unlawful discrimination, harassment, bullying or victimisation.

2. Purpose

This policy sets out our commitment to equality, diversity and inclusion and explains how we promote fair treatment in recruitment, employment and service delivery.

3. Scope

This policy applies to directors, employees, agency workers, temporary workers, contractors, consultants, volunteers, job applicants, clients and suppliers where relevant.

4. Legal Framework

Our approach is informed by applicable equality and employment legislation in the jurisdictions in which we operate, including the UK Equality Act 2010 where applicable.

5. Our Commitments

We will:

- Recruit and promote on merit.
- Provide equal access to opportunities.
- Foster an inclusive workplace culture.
- Make reasonable adjustments where appropriate.
- Treat everyone with dignity and respect.
- Investigate concerns fairly and promptly.

6. Protected Characteristics

We are committed to fair treatment regardless of age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, or other characteristics protected by applicable law.

7. Recruitment and Employment

Selection decisions are based on skills, qualifications, experience and business needs. Recruitment processes are designed to be fair, objective and transparent.

8. Harassment, Bullying and Victimisation

Harassment, bullying and victimisation will not be tolerated. Concerns will be investigated promptly and appropriate action taken where necessary.

9. Reasonable Adjustments

Where appropriate, we will consider reasonable adjustments to support applicants, workers and others with disabilities or other recognised needs.

10. Responsibilities

Director: Overall accountability.

Managers: Promote inclusion and address concerns.

Employees and Workers: Treat others respectfully and comply with this policy.

11. Raising Concerns

Concerns may be raised through management, the Complaints Policy, Whistleblowing Policy or other appropriate reporting channels.

12. Monitoring and Review

We monitor equality-related concerns, review recruitment and employment practices, and update this policy as required to support continuous improvement.

13. Related Policies

Complaints Policy, Whistleblowing Policy, Safer Recruitment & Vetting Policy, Safeguarding Policy, GDPR & Data Protection Policy and Health & Safety Policy.

Appendix A – Equality Concern Form

- ☐ Reference Number
- ☐ Date
- ☐ Person Raising Concern
- ☐ Description
- ☐ Desired Outcome
- ☐ Investigator
- ☐ Outcome

Appendix B – Reasonable Adjustment Record

Individual	Adjustment Requested	Decision	Review Date	Manager

Document Control

Version	Date	Change	Approved By
1.0	July 2026	Initial Issue	Director