



Equal Opportunities Policy

Xplore! Science Discovery Centre and Xplore! Nature are trading names of North Wales Science Ltd.

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1. PURPOSE OF THE POLICY

1.1 This policy has been prepared to ensure NWS offers an environment free from discrimination, promoting equality and opportunity for all children and visitors in contact with NWS.

1.2 NWS is committed to supporting, developing and promoting equality, diversity and inclusion within its practices and activities and aims to establish an inclusive culture and environment free from discrimination, based on the values of dignity and respect.

2. SCOPE OF THE POLICY

2.1 NWS understands that equal opportunities does not mean treating everyone the same.

2.2 All staff are required to comply with this policy when dealing with other staff members, volunteers, visitors, families, school groups, individual children and anyone else whom they come into contact with during the course of their employment.

3. DEFINITIONS

3.1 Under the Equality Act 2010 protected characteristics are the grounds upon which discrimination is unlawful. The protected characteristics (section 4) under the Act are:

- Age
- Gender
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sexual orientation

4. WORKING WITH CHILDREN

4.1 Children and young people are offered opportunities to explore, value and acknowledge similarities and differences between themselves and others.

4.2 Following the Behaviour Management Procedure, children learn about the impact of discriminatory remarks and behaviour. Discriminatory remarks or behaviour will be challenged.

4.3 Consideration is given to the language needs of the children.

4.4 Opportunities are provided to give children the opportunity to understand they are part of a multiracial society; and to respect cultures, lifestyles, languages and religions other than their own.

4.5 Children are able to participate in activities that ensure views are listened to, acted on and feedback given.

5. RECRUITMENT

5.1 NWS in conjunction with Wrexham University will ensure that the recruitment and selection of staff is conducted fairly and transparently, in accordance with its Recruitment and Selection Policies.

5.2 NWS and The University will ensure that terms and conditions of employment are free from all forms of direct and indirect discrimination and apply equally with regards to individuals with all protected characteristics, part-time or fixed term status and caring responsibilities. No requirements or conditions will be imposed, directly or indirectly, which will or might place any individuals/groups at an unfair or unlawful disadvantage.

5.3 NWS recognises that flexibility with regard to working patterns will assist the broadest range of people to work for the organisation. NWS will consider all requests for flexible working patterns and will authorise a request wherever possible unless there is a sound business reason to decline the request.

5.4 Grievance and disciplinary procedures will be operated without discrimination on the grounds of all protected characteristics, part-time or fixed term status and caring responsibilities.

6. TRAINING CAREER DEVELOPMENT AND PROMOTION

6.1 All staff members will be provided with the appropriate training (in line with business priorities/needs) to enable them to improve their performance and achieve the performance standards and objectives set for them by NWS, regardless of an individual's protected characteristic, part-time or fixed term status and caring responsibilities.

6.2 NWS will ensure that opportunity for training and career development are made equally available to all staff.

6.3 All staff will receive refresher training in line with current Equality and Diversity updating; to include all new staff as part of their induction programme.

6.4 Career progression within NWS is based on personal merit and the reasonable requirements

of the job regardless of all protected characteristics, part-time or fixed term status and caring responsibilities.

7. RESPONSIBILITIES

7.1 NWS expects all staff, students and stakeholders to behave in accordance with the Xplore! Equal Opportunities Policy and the Wrexham University Equality and Diversity Policy.

7.2 Staff who line manage others have a duty to ensure these Policies are communicated to their team.

7.3 These Policies cannot succeed without the active support of the entire NWS community. The responsibility for delivering the policy extends to every member of the institution including the management team, those with an explicit remit for diversity and individual members of staff. The implementation of this policy is therefore a shared responsibility amongst staff employed by the University, including NWS.