



## **Your Nanny Friend Recruitment – Equal Opportunities Policy**

At *Your Nanny Friend Recruitment*, we are committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that every person—whether a client, candidate, or colleague—should be treated fairly and with respect, regardless of their background.

### **1. Our Commitment**

We are dedicated to providing an inclusive recruitment service that ensures equal opportunities for all. We do not discriminate on the basis of:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, ethnicity, or national origin
- Religion or belief
- Sex or sexual orientation

This policy applies to all areas of our work, including recruitment, candidate representation, client engagement, and ongoing professional relationships.

### **2. Recruitment and Representation**

We assess all nanny candidates on merit, experience, and suitability for each individual family's needs. Our processes are designed to ensure fairness, transparency, and consistency.

We work with families to promote inclusive hiring practices and provide guidance on how to create welcoming environments for their childcare professionals.

### **3. Our Expectations**

We expect all candidates and clients to embrace our values of respect, inclusion, and equality. Discrimination or harassment of any kind will not be tolerated in our network.

### **4. Responsibility**

It is the responsibility of the agency owner and all representatives of *Your Nanny Friend Recruitment* to ensure this policy is upheld and reviewed regularly. We will continue to review our practices to ensure they reflect current legislation and best practice.



## 5. Raising Concerns

If any individual connected to our agency feels they have been treated unfairly or wishes to raise a concern relating to discrimination or exclusion, they are encouraged to contact us directly at [info@yournannyfriend.com](mailto:info@yournannyfriend.com).