

Equality And Diversity Policy

Date of Review: January 2024

Date of Next Review: January 2026

Senior Operations Manager Signature:



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ACCURO (CARE SERVICES)

Equality and Diversity Policy

EQUALITY AND DIVERSITY POLICY

Accuro (Care Services) exists to provide a range of services to support local children and adults with a disability and their families.

Accuro (Care Services) is committed to promoting equality for all people regardless of race, gender, sexuality, disability, age, class or geographical location working in line with the Equality Act 2010.

Accuro (Care Services) has a fundamental belief in developing equality in all areas of its work and structure and will take positive action in the areas of representation, services, employment and consultation.

The purpose of this policy is to:

- Provide equality, fairness and respect for all employees, whether temporary, part-time or full-time.
- Ensure Accuro do not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage, civil partnership, pregnancy, and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex, and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.

In order to meet the aims of the above, Accuro (Care Services) will:

- Encourage equality, diversity and inclusion in the workplace.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contribution of all staff are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Ensure that we become more aware of and will work to make Accuro (Care Services) members and services more aware of, oppression and inequality and the problems they may cause, how they affect us and the implications for our work
- Work to increase involvement with other organisations to promote equal opportunities
- Challenge practices, legislation and institutions which seek to discriminate against or deny the rights of individuals on ground of race, sex, gender, sexual orientation, disability, age, religion or belief, pregnancy, class or geographical location.

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- Work to ensure that all its services are provided in ways that promote awareness of the rights and needs of people with disabilities and people from minority groups and that enable all people to have access to them
- Work to ensure that all Accuro (Care Services) committees, working groups, staff, volunteers and terms and conditions of employment reflect a range of needs and interests of people from minority groups.