

## **Equality and Diversity Policy**

### **District Home Care**

At District Home Care, we are committed to promoting equality, diversity, and inclusion in all aspects of our services. We strive to create an environment that is welcoming, respectful, and free from discrimination for all clients, staff, and stakeholders.

### **Our Commitment**

We aim to provide high-quality care and support to all individuals regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation

This commitment is embedded in our values and the way we deliver care. We actively promote inclusive practices that respect the individuality, dignity, and human rights of everyone.

### **Our Principles**

- **Respect and Dignity:** We treat all clients and staff with respect, ensuring their dignity is upheld at all times.
- **Equal Access:** We ensure that all individuals have equal access to our services, employment opportunities, training, and support.
- **Inclusive Culture:** We foster a culture that values difference and actively challenges discrimination, harassment, and victimisation.
- **Client-Led Care:** We respect each person's background, preferences, and beliefs, and ensure care is person-centred and culturally sensitive.
- **Training and Awareness:** All staff receive regular training on equality and diversity to ensure best practice is maintained.

### **Implementation**

We continuously review our policies, procedures, and practices to ensure compliance with the Equality Act 2010 and other relevant legislation. Any concerns or complaints related to equality or diversity are taken seriously and addressed promptly through our complaints procedure.

### **Monitoring and Review**


Our Equality and Diversity Policy is reviewed annually or as needed to reflect changes in legislation or best practice. We also monitor the effectiveness of this policy through service feedback, audits, and staff input.

### **Contact Us**

If you have any questions about our Equality and Diversity Policy or wish to raise a concern, please contact us:

#### **District Home Care**

 Email: [info@districthomecare.co.uk](mailto:info@districthomecare.co.uk)

 Phone: 01483 721515

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