

**GENERAL**

**EQUALITY AND DIVERSITY STATEMENT**

At the end of this guide you will find our Policy Statement.

The objective of our policy is to ensure that Fountain Care Ltd and Loving Care Ltd (F&LCL) complies with all relevant equality legislation and that as organisations we challenge discriminatory practice.

F&LCL offers training to everyone so that they understand the policy and their role in its implementation. We regularly collect information from those who have contact with the organisation for monitoring our compliance with legislation.

We will take action against any form of discrimination that is brought to our attention.

**Definitions of Discrimination:**

**DISCRIMINATION:**

***To treat an individual or a group of people less favourably than others because of their race, colour, nationality, ethnic origin or disability.’***

There are seven kinds of discrimination:

* Direct Discrimination
* Indirect Discrimination
* Discrimination by Association
* Perception Discrimination
* Harassment
* Third Party Harassment
* Victimisation

The Equality Act 2010 names nine protected characteristics and F&LCL uses these in its policy. They are:

* Age
* Disability
* Gender Reassignment
* Marriage and Civil Partnership
* Pregnancy and Maternity
* Race
* Religion and Belief
* Sex
* Sexual Orientation

**RESONSIBILITY FOR THE POLICY:**

The Director of F&LCL has overall responsibility for the effective implementation of the policy.

Everyone involved with F&LCL is expected to support and work within the policy.

**POLICY STATEMENT**

F&LCL is committed to preventing discrimination and actively promoting equal opportunities and diversity issues in the delivery of services, employment, and the management of staff and volunteers.

The aim of our policy and procedure is to ensure that no service user, staff member, volunteer, applicant, or visitor receives less favourable treatment at any point during their contact with F&LCL

In applying our policy F&LCL uses the nine protected characteristics that are covered by the Equality Act 2010.

F&LCL will promote equality and diversity across all of the work that it is involved in and it will ensure that:

* We work with people in our services to promote fairness and equality in their lives.
* Everyone in the organisation recognises the need to value differences between people.
* Everyone in the organisation ensures that individual needs are met, with regard to individual differences, as far as possible.
* All staff are appropriately trained, so that they understand the importance of equality of opportunity and diversity in service delivery and employment.
* Everyone understands their responsibility for carrying out the policy.
* No service user, employee, volunteer, carer/family member, advocate, or job applicant is either directly or indirectly discriminated against.
* We aim for our staff members, managers and volunteers to reflect and broadly represent the wider community.
* Several procedures ensure that equality and diversity are reflected in all that we do e.g. recruitment and selection procedures, disciplinary procedures.

F&LCL’s Policies and Procedures will comply with – the Human Rights Act 2004 and the Equality Act 2010.