



Happy Homes

As at 28/01/20

Equality and Diversity Policy

Policy Statement

Happy Homes is committed to encouraging diversity and eliminating discrimination as a provider of domestic Home Help services. The aim is to maintain a culture that respects and values each others' differences, and which promotes dignity, equality and diversity, and therefore encourages individuals to develop and maximise their true potential. We are committed to reflecting the local community and embracing its diversity, with thorough person-centred care and celebrating everyone's differences.

Happy Homes strives to provide equality and fairness in the provision of services and to ensure it never discriminates on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

Principles

Happy Homes' commitment to Equality and Diversity is as follows:

- To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.

(Please refer to clause on Abusive Clients in main website Terms and Conditions, which relates to personal safeguarding issues.)

- To promote and embrace equality, diversity and inclusion in the workplace at all times.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To ensure that individual clients' differences, needs and preferences are listened to, embraced and acted upon at all times during service provision. This is person-centred care and will be practiced at all times.
- To undertake Continuous Professional Development, and training as and when required, to ensure all issues relating to Equality and Diversity and the responsibilities relating to them are current and reflecting best practice at all times.

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