

Pioneering Care Partnership (PCP) Equality, Diversity & Inclusion Policy Statement



PCP is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for PCP to be truly representative of all sections of society and our customers, and for each member of staff to feel respected and able to give their best.

PCP, in providing services and facilities, is also committed against unlawful discrimination of service users and members of the public and aims to create a safe and inclusive atmosphere for those who access projects and services.

Policy Statement

PCP intends to provide genuine equality of opportunity in all aspects of its activities and aims to go beyond the legal requirements by ensuring it applies to the provision of services and projects, all aspects of employment from recruitment, selection, retention, progression and training of staff and volunteers.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

Everyone at PCP has an individual responsibility to uphold this Policy and work in a respectful way. PCP aims to ensure that no person is treated less favorably than another on the grounds of protected characteristics, identified in the Equality Act 2010, as:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (incl. colour, nationality, ethnic or national origin)
- religion or belief
- sex
- sexual orientation

PCP's Equality, Diversity & Inclusion Policy Statement will be displayed for service users and stakeholders in all premises of the organisation.

Scope

This Policy and Statement applies to all PCP staff, volunteers and trustees. PCP's Chair of Trustees and Chief Executive also encourages clients or service users to take best practice approaches in relation to equality practice. PCP will use inclusive language, promote health literacy and we strive to support people for whose first language is not English to engage with our policies and procedures.

PCP undertakes to promote this policy to trustees, volunteers, employees and prospective employees.

Signed:

PCP Chair

PCP Chief Executive

17 December 2024

Date

This Statement is reviewed annually as part of PCP's Policy Review cycle by Senior Leadership Team and approved by PCP's Board of Trustees.

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