

CREATING AND PROMOTING INDEPENDENCE

C.P.I CARE LTD

**EQUAL
OPPORTUNITIES**

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C.P.I CARE LTD**

EQUAL OPPORTUNITIES POLICY

SERVICE USERS

Each service user will be treated as an individual and treated equally.

All service user will, when in the care of C.P.I Care Limited be given all opportunity to enhance and maximise their quality of life by ensuring all individuals needs and wishes are met. Each service user will be protected by C.P.I Care Limited's support workers from overt or covert discrimination by any others. The aim of C.P.I Care Limited is to ensure that discrimination against people with learning disabilities will be minimised and eventually eradicated. Integrating service users into the community, therefore ensuring the community as a member values them and feel valued within themselves will do this.

All legislation will be strictly adhered to by the support workers of C.P.I Care Limited. These include the Sex Discrimination Act, Racial Relations Act and Disability Discrimination.

All C.P.I Care Limited's employees will be made aware of these policies and legislation and have a copy within their induction pack.

Any discrimination, be it overt or covert, will be reported to the registered manager immediately and investigated.

C.P.I Care Limited's employees will not be discriminating towards any service user irrespective of their age, gender, sexual orientation, culture, creed, race, marital status, sex, occupation, disability or religion etc, (See principles of Good Practice in C.S.S.I.W).

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EQUAL OPPORTUNITIES POLICY

STAFF

C.P.I Care Limited is committed to providing equality of opportunity.

This policy applies to every employee irrespective of sex, marital status, race, country of origin, religion or age.

Each individual should receive a consistent response with regard for recruitment, promotion and training.

Disciplinary action will be taken against any employee found unlawfully discriminative against prospective or fellow employees, service users or suppliers.

Discriminatory behaviour includes sexual or racial harassment.

No person will be discriminated against by C.P.I Care Limited on the grounds of age, race, culture, sex, marital status, sexual orientation or disability. When applying for a job with C.P.I Care Limited monitoring of the forms of employment will take place by the registered manager of C.P.I Care Limited.