

Equal Opportunities Policy

Introduction

Hanning Homes is committed to promoting diversity, inclusion, and equality in all aspects of our work. We believe that every individual has the right to be treated fairly and with respect, regardless of age, race, gender, disability, sexual orientation, religion, or socio-economic background. Our Equal Opportunities Policy ensures that residents, staff, visitors, and volunteers feel valued, respected, and free from discrimination.

Policy Statement

We are dedicated to providing an environment where everyone feels welcome, safe, and supported. Our aim is to create an inclusive atmosphere that embraces diversity and promotes equality in all our practices. We actively work to eliminate discrimination, foster positive attitudes, and encourage equal opportunities for all.

Scope of Policy

This policy applies to:

- Residents and their families
- Staff members, contractors, and volunteers
- Visitors to the care home

It covers all aspects of life at Hanning Homes, including recruitment, admissions, care, treatment, employment, and training.

Our Commitments

1. Equal Treatment

We ensure that no individual is unfairly discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

2. Diversity and Inclusion

We celebrate and respect the diversity of our residents, staff, and visitors. Our care and services are person-centred, recognising each individual's unique needs, preferences, and experiences.

3. Accessible Services

We work to ensure that our facilities, activities, and services are accessible and adapted to meet the diverse needs of everyone in our community. This includes making reasonable adjustments to remove barriers that may prevent access to our services or employment opportunities.

4. Respect and Dignity

We are committed to creating an environment where all individuals are treated with dignity, respect, and kindness. Harassment, bullying, and any form of discriminatory behaviour are not tolerated.

5. Recruitment and Employment

Hanning Homes promotes fair and equal opportunities in recruitment and career progression. We are committed to hiring based on merit and strive to provide equal access to training and development for all staff members.

6. Training and Awareness

We provide regular training for our staff on equality, diversity, and inclusion to ensure a welcoming, respectful, and inclusive environment.

7. Continuous Improvement

We regularly review our policies, practices, and services to identify and remove any potential inequalities and address the changing needs of our residents, staff, and community.

Raising Concerns

Anyone who believes they have been treated unfairly or witnessed discrimination is encouraged to report it. We take all reports seriously and will investigate any allegations promptly and fairly. Our commitment is to foster an open, safe environment where all individuals feel empowered to voice their concerns without fear of reprisal.

Policy Review

This policy will be reviewed annually to ensure it remains current, effective, and aligned with relevant legislation and best practices.

For questions or further information about our Equal Opportunities Policy, please contact us at ops@hanninghomes.com

Hanning Homes – Ensuring Dignity, Respect, and Equality for All