

EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICY



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Approved By	Trustees
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1. Policy Statement

Cadrene Supported Living (CSL) is committed to promoting equality, diversity, and inclusion in all aspects of its service delivery and employment practices. We aim to create an environment where all individuals are treated with dignity, respect, and fairness.

This policy is underpinned by the principles of the **Equality Act 2010**, which protects individuals from discrimination, harassment, and victimisation.

CSL will not tolerate discrimination on the basis of the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring that no individual is treated less favourably or disadvantaged due to any of the above characteristics.

2. Responsibilities

All Staff Must:

- Comply with this policy and promote equality in all aspects of their work
- Treat all service users, colleagues, and stakeholders with fairness, dignity, and respect
- Challenge and report any discriminatory behaviour, harassment, or bullying
- Undertake equality and diversity training as required

Managers Must:

- Lead by example and promote an inclusive culture
- Ensure staff understand and comply with this policy
- Take appropriate action when concerns are raised

Service Users:

- Have the right to be treated fairly and without discrimination
- Are encouraged to raise concerns through the Complaints Procedure if needed

3. Zero Tolerance and Reporting

CSL operates a **zero-tolerance approach** to discrimination, harassment, and bullying.

All concerns or incidents will be:

- Taken seriously
- Investigated promptly and fairly
- Managed in line with CSL's Disciplinary Procedure

Where appropriate, action may include:

- Disciplinary action (up to and including dismissal)
- Safeguarding referrals
- External reporting where required

Support for Individuals

CSL will ensure appropriate support is provided, including:

- Referral to advocacy services such as VoiceAbility
 - Referral to victim support services
 - Provision of a safe environment, including relocation if necessary
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4. Service User Referrals

All referrals are managed in line with CSL's **Eligibility Policy** and this policy.

Decisions are based on:

- Individual needs and outcomes
- Risk assessments
- Compatibility and ability to meet support needs

No referral decisions will be influenced by discriminatory factors.

5. Communication and Accessibility

CSL will ensure this policy is:

- Accessible to all service users, staff, and stakeholders
 - Available in alternative formats (e.g., large print, easy read, different languages) where required
 - Clearly explained to individuals to support understanding
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6. Monitoring and Compliance

CSL will:

- Monitor equality and diversity practices across the organisation
 - Record and review incidents of discrimination or harassment
 - Use data and feedback to improve services and prevent recurrence
 - Ensure compliance with legal and regulatory requirements
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7. Review

This policy will be reviewed annually or sooner in response to changes in legislation, guidance, or organisational needs.

Related Policies

- Equality, Diversity and Human Rights Policy
- Complaints and Appeals Policy
- Safeguarding Adults Policy
- Dignity at Work Policy