

SHANNON COURT CARE HOME LTD.	Issue Date: April 2019	Reviewed September 2020
	Next Review: 09/23	
<u>EQUAL OPPORTUNITIES POLICY</u>		

Shannon Court Care Home Ltd. is fully committed to a policy of Equal Opportunities.

1. Employees

No discrimination whatsoever will be permitted for any reason of race or ethnic background, colour, religion, marital status, disability, parenthood, gender or sexual orientation. All persons of any group will be treated fairly both in employment and in daily living.

The Home will make all reasonable adjustments to accommodate any potential or existing employee who identifies as having a disability.

In order to ensure that discrimination does not occur prior to interview, employment application forms do not include questions concerning race, religion, colour, ethnic background, marital status, parenthood or sexual orientation.

Career opportunities within Shannon Court Care Home will be limited only by the ability of an individual to perform the duties required of the position sought.

The certainty that an equal opportunities policy is being applied ensures an atmosphere in which staff will work and communicate with greater confidence and self assurance, leading to improved conditions and comfort for both staff and Service Users.

All care staff should be able to work in an environment where they are comfortable that racial abuse and prejudices from Service Users or colleagues will not be tolerated.

2. Service Users

The Home has a duty of care to promote and protect the rights of Service Users under the Health and Social Care Act 2008 and to meet our obligations under the Human Rights Act.

The Statement of Purpose and the Charter of Rights both clearly state that Service Users should feel comfortable to live in an environment free from prejudice and discrimination.

Pre admission assessments carried out before offering placement within the Home are designed to provide information about religious, cultural and ethnic needs.

All dietary requirements are identified and met in line with religious and cultural customs.

Religious customs are respected and celebrated with the agreement of all Service Users.

All religious services held within the Home will be open to all.