

OAKWORTH MANOR CARE HOME LTD.	Issue Date: April 2019	Reviewed September 2026
	Next Review: 09/29	
<u>EQUAL OPPORTUNITIES POLICY</u>		

Oakworth Manor Care Home Ltd. is fully committed to a policy of Equal Opportunities.

1. Employees

No discrimination will be permitted because of age, disability, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or gender reassignment. All persons of any group will be treated fairly both in employment and in daily living.

The Home will make reasonable adjustments for disabled applicants and employees where required.

Career opportunities within Oakworth Manor Residential 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.

Staff have the right to work in an environment free from discrimination, harassment and abuse from colleagues, Service Users, relatives, visitors or others.

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.

Service Users will be supported to follow their individual religious, cultural and spiritual beliefs and customs in accordance with their wishes.

Reasonable adjustments will be made where required to ensure Service Users are not disadvantaged because of a disability.

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