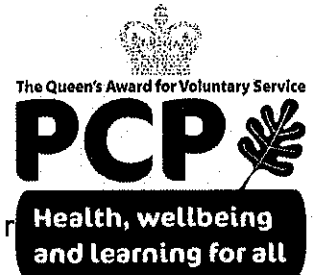


## Pioneering Care Partnership (PCP) Equality, Diversity & Inclusion Policy Statement



PCP is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for PCP to be truly representative of all sections of society and our customers, and for each member of staff to feel respected and able to give their best.

PCP, in providing services and facilities, is also committed against unlawful discrimination of service users and members of the public and aims create a safe and inclusive atmosphere for those who access projects and services.

### Policy Statement

PCP intends to provide genuine equality of opportunity in all aspects of its activities and aims to go beyond the legal requirements by ensuring it applies to the provision of services and projects, all aspects of employment from recruitment, selection, retention, progression and training of staff and volunteers.

Everyone at PCP has an individual responsibility to uphold this Policy and work in a respectful way. PCP aims to ensure that no person is treated less favorably than another on the grounds of protected characteristics, identified in the Equality Act 2010, as:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

PCP's Equality, Diversity & Inclusion Policy Statement will be displayed for service users and stakeholders in all premises of the organisation.

### Scope

This Policy Statement applies to all staff including PCP volunteers and Trustees.

PCP undertakes to promote this policy to trustees, volunteers, employees and prospective employees.

Signed:   
PCP Chief Executive

Date: 23/01/2023

**This Statement is reviewed annually as part of PCP's Policy Review cycle by Senior Management Team and approved by PCP's Board of Trustees.**