

"enabling independent living"



Equal Opportunities Policy Statement

Equal Opportunities

Reasons for policy

This policy of equality of opportunity applies to all Clients, Employed Staff and any Volunteers. Phoenix Care At Home Ltd. is aiming to be an equal opportunities employer and must operate within current legislation pertaining to recruitment and selection.

Policy Statement

It is the policy of Phoenix Care At Home Ltd. that no Client, Employee, Volunteer or Job Applicant should receive less favourable treatment than another on the grounds of their ethnic origin, race, colour, nationality, national origin, sexual orientation, marital or family status, sex, creed, political affiliation, trade union membership or disability, except in those cases where discrimination can be specifically or legally justified.

Nothing in this policy detracts from the over-riding aims of Phoenix Care At Home Ltd. which are to provide the best possible care for clients and the best possible opportunities for them to live their lives as independently and actively as they wish.

Procedures

This Policy has accompanying procedures, which must be followed. additionally, when recruiting and selecting staff, reference should be made to the Recruitment and Selection Procedures in the Employment Policy Manual, which must be followed.

Status

This Policy Statement has been agreed by the owners of Phoenix Care At Home Ltd. and is mandatory.