

Equality & Diversity Statement

C.O.P.E CIC believes in fairness, equity and above all values diversity in all dealings, both as provider of wellbeing services and employers of the people.

C.O.P.E CIC is committed to eliminating discrimination on the basis of gender, age, disability, race, religion or belief, marriage and civil partnership, sex, pregnancy and maternity, sexuality, gender reassignment, social class.

We aim to provide accessible services, delivered in a way that respects the needs of each individual and does not exclude anyone. By demonstrating these beliefs the organisation ensures that it develops a workforce that is diverse, non discriminatory and appropriate to deliver modern healthcare. Our overall aim is to tackle social exclusion, discrimination, disadvantage and inequality.

Our equality and diversity policy applies to all staff, volunteers, service users, committee members and general public.

C.O.P.E CIC aims to:

- Creative effective partnerships with all parts of our community.
- Reduce social exclusion and isolation.
- Provide services that are accessible according to need.
- Not unlawfully discriminate because of any of the protected characteristics outlined in the Equality ACT 2010.

C.O.P.E CIC will achieve these standards by:

- Challenging Discrimination.
- Being accountable.
- Working with the community and partnerships to provide accessible wellbeing services that response to service users needs.
- Ensure staff, volunteers and trustees have access to relevant equality and diversity training.
- Recognise and valuing diversity of staff, volunteer and service users.

The management committee review our equality and diversity policy annually.