



Equality, Diversity and Inclusion Statement

Our Commitment

At Dragon Care, we believe that every person deserves to be treated with dignity, respect, fairness, and compassion. We are committed to creating an inclusive environment where children, young people, adults, families, staff, volunteers, and professionals feel welcomed, valued, and empowered.

We recognise and celebrate the unique qualities, experiences, backgrounds, and abilities that make each individual who they are. Diversity strengthens our organisation, enriches our communities, and helps us deliver person centred support that meets the needs of the people we serve.

Equality

Dragon Care is committed to promoting equality of opportunity and ensuring that no individual is disadvantaged, excluded, or treated less favourably because of their:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background or any other protected characteristic

We are committed to ensuring that our services, employment opportunities, volunteering roles, and partnerships are accessible and inclusive for all.

Diversity

We value diversity and recognise that every individual brings unique strengths, perspectives, talents, and experiences. We actively encourage an environment where differences are respected, celebrated, and embraced.

Our aim is to create opportunities that enable people from all backgrounds and abilities to participate fully, achieve their goals, and reach their potential.

Inclusion

Inclusion is at the heart of everything we do. We strive to create a culture where everyone feels they belong and can participate meaningfully in decisions that affect their lives.

We are committed to:

- Providing person centred support that respects individual choices and preferences
- Removing barriers to participation and opportunity
- Promoting independence, confidence, and self advocacy
- Encouraging involvement in local communities
- Creating safe, welcoming, and supportive environments
- Listening to and acting on the voices of the people we support

Our Promise

At Dragon Care, inclusion is not just a policy; it is a core value that shapes the way we work every day. We are committed to continuously improving our practices, challenging discrimination, and creating opportunities where everyone can thrive.

Together, we are building a community where differences are celebrated, potential is recognised, and every individual is empowered to live a fulfilling and meaningful life.

Signed on behalf of Dragon Care

Role: Operations Director

Signature: *Hayley Ostler*

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