

Equality and Diversity Policy

Equality and Diversity Policy for Participation Dogs LTD

Date Adopted: 2nd January 2023

Review Date: January 2024

Equality, diversity and inclusion

Participation Dogs is committed to ensuring our service and employment practices are fair, accessible and appropriate for everyone.

The Equality Act 2010

The Equality Act protects people from discrimination, both in the workplace and in wider society. Organisations are required to ensure equal access to employment and services, regardless of the protected characteristics. These are:

- race
- disability
- sexual orientation
- age
- religion/belief
- sex
- marriage/civil partnership
- pregnancy/maternity
- gender reassignment/identity

What does equality and diversity mean to us?

Equality means that we recognise that different people have different needs, which all need to be accommodated to the same high standards.

Our equality values are embedded in:

- **Healthcare Provision:** Access to services are sensitive to individual needs, irrespective of age, disability, ethnic origin, gender, marital status, nationality, religion, sexual orientation, and social background.
- **Employment, promotion, training, and development:** Opportunities are open to all on an equal basis.
- **Service Developments**
- **Behaviours:** Patients, staff, volunteers and all other service users and providers are treated with dignity and respect.

Diversity is about creating a culture and developing practices that recognise, respect and value differences. We are committed to the development of a service that promotes equality and celebrates diversity. We encourage colleagues to get involved and find appropriate ways to celebrate different traditions. Celebrating our differences, as well as our common interests, helps unite and educate us.

Accessible Information Standard (AIS)

The Accessible Information Standard (AIS) aims to make sure that people who have a disability, impairment or sensory loss are provided with information that they can easily read or understand with support so they can communicate effectively with health and social care services.

Participation Dogs aims to make information accessible to all. This may also include sending an email rather than offering printed advice, so it can be read by voice software. It is the responsibility of all staff to:

- **Identify and record individual need:** Finding out if someone has any information or communication needs and record them if they do.
- **Share and check individual needs:** Passing on information about someone's needs to people who are looking after them.
- **Take action/meeting their needs:** Making sure that the person's needs are met, for example sending them information in the right format or providing the communication support they need (i.e. arranging for translation/interpretation services).