



Equality & Diversity Statement

At TogetherCare, we are fully committed to promoting equality, embracing diversity, and creating an inclusive environment for everyone — including our service users, staff, families, and wider community.

We believe that everyone has the right to be treated with dignity, fairness, and respect, regardless of age, disability, race, gender, gender identity, sexual orientation, religion or belief, or any other protected characteristic.

Our Commitment

TogetherCare ensures that:

- No person is discriminated against, harassed, or victimised on the grounds of a protected characteristic as outlined in the **Equality Act 2010**.
- Our services are delivered in a way that recognises and supports individual needs, identities, and cultures.
- We foster a culture of inclusion where everyone feels valued and heard — whether you're a service user, employee, family member, or stakeholder.

In Practice

To embed equality and diversity across our organisation, we:

- Deliver person-centred care that reflects each individual's preferences, background, and beliefs.
- Provide accessible services, including translation, Easy Read materials, and culturally appropriate care.
- Offer equal opportunities in recruitment, training, and progression for all staff.
- Monitor our policies and practices regularly to identify and remove potential barriers.
- Provide training to all staff on equality, diversity and inclusion during induction and at regular intervals.

Inclusive Care for All

Whether supporting someone with complex care needs, older adults, people with learning disabilities, or members of minority communities, we always strive to deliver care that is inclusive, empowering, and culturally sensitive.

We welcome feedback and work in partnership with service users and families to ensure our approach continually evolves and reflects the needs of the communities we serve.

Raising Concerns

If you feel you have experienced or witnessed any form of discrimination or unfair treatment within our service, we encourage you to raise your concern. We will take all reports seriously and act promptly and appropriately.

TogetherCare is proud to be an equal opportunities employer and a care provider that values diversity and promotes inclusion in everything we do.