

## Social Care Association Statement on Equality and Diversity

### Policy

Social Care Association of Ireland is committed to creating an environment which promotes equality and dignity for all of its members. We are committed to treating all employees (where applicable), members and business contacts equally regardless of the following 9 grounds;

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Membership of the Travelling Community.

The organisation believes that embracing equality and diversity benefits not just the organisation, but also individual employees and the organisation's members. Each employee and/or member brings their own background, work style, distinct capabilities, experience and characteristics to their work.

As well as treating people with dignity and respect, the organisation strives to create a supportive environment in which all members reach their full potential, regardless of differences, experience or education. Harnessing the wide range of perspectives this diversity promotes innovation and helps make the organisation as a whole more creative and competitive.

### Procedure

The organisation will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no job applicant, employee, member or business associate receives less favourable treatment on any of the 9 aforementioned grounds.

We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of working and respect the dignity of employees and members at all times.

Our Employment Policies reflect our belief that diversity in all areas including cultural, generational, language, and national backgrounds is necessary in helping the overall success of Social Care Association of Ireland and its' affiliates. The organisation's Equal Opportunities and Diversity Policy will be reviewed on a regular basis to assess the effectiveness of its implementation and operation.

**Approval Date: 29th January 2019**

**Review Date: January 2020**