

SCIE Equal Opportunities and Diversity Policy Statement

social care
institute for excellence



Valuing diversity, equality, fair treatment and social inclusion lie at the heart of the drive to improve quality in social care services. We place these values firmly at the centre of our role and in all aspects of our work.

It is our policy that as an employer of staff and as a provider of knowledge services and products, we will work to address existing inequalities, eliminate discrimination and promote equal opportunities and diversity. As a modern organisation and inclusive employer we value and intend to reflect the diverse communities and people who make up the social care sector that we serve. We will develop and support a diverse workforce.

We aim to become:

- a leading organisation for the promotion of equalities and diversity and contribute to social justice through our work and in partnership with other organisations; and
- an organisation that models best practice by recognising and valuing the contribution of all its staff and which is supportive, just and free from discrimination.

We will achieve these aims by

- ensuring that in planning, delivering and monitoring SCIE work plans and programmes, equality and diversity issues are considered at the outset
- building partnerships in the social care sector and other sectors to understand, share, learn and develop best practice in equal opportunities and diversity
- making arrangements for consulting and securing the participation of users, carers and their supporters that take full account of diversity and the equalities perspective
- addressing and integrating knowledge about equalities and diversity in SCIE products and services
- recruiting, developing and retaining a workforce that is able to deliver high quality services that are fair, accessible, appropriate and responsive to the diverse needs of providers and users of social care services.
- monitoring and evaluating activities and outcomes and reviewing policies and practices.