

EQUAL OPPORTUNITIES POLICY



Effective from: 6th May 2019

Butterfly Bloom is a community that welcomes service users and staff with different beliefs, religions, backgrounds and cultures.

We strive to provide equality of opportunity for all members of our Butterfly Bloom community, making special provision for those with particular needs, including as to ability. We are committed to creating an inclusive, welcoming culture. Butterfly Bloom expects that service users and staff respect those of different backgrounds e.g. race, culture, ethnicity, religion or beliefs, colour, nationality, national or ethnic origins. Butterfly Bloom seeks to ensure that there is no unfair discrimination based on individual characteristics, e.g. on the basis of race, sex, sexual orientation, transgender, gender identity/fluidity. Butterfly Bloom fosters a strong sense of community.

1. Implementation

Butterfly Bloom is a diverse and inclusive community. We are committed to an understanding of many cultures, origins, backgrounds, identities, beliefs and faith groups. Any incident in Butterfly Bloom, that is considered to be in contradiction of this, will be referred to senior leadership level.

In practice, every member of our community is to be encouraged to respect and value others and their beliefs, identities, cultures, origin and faiths at all times including during service and in day-to-day relationships and behaviour both within and outside of Butterfly Bloom. Provision will be made for service users for whom English is an additional language, those with special educational needs/learning difficulties and those with physical disabilities or medical conditions, which can be reasonably accommodated within Butterfly Bloom's resources.

We recognise in particular that some members of our community may seek support and advice in respect of their gender identity either upon joining or during the course of their attendance. In the context of this policy "gender identity" is used to cover a range of terms including but not limited to transgender, transsexual, gender fluidity, non-binary and gender dysphoria. We will positively accommodate the needs of service users where reasonably practicable, based on Butterfly Bloom's resources and obligations and our duty of care to all service users and staff. Service users should feel able to seek advice and support from Butterfly Bloom and are encouraged to create an open dialogue with us. This may include discussing absences for treatment and support from external sources, name changes, terminology and language.

2. Staff

Our staff are trained on equality and diversity, on a 2-year rolling programme. The Senior Leadership & Management Team track and review Equal Opportunities in relation to service user matters and staffing.

All staff regardless of beliefs, identities, cultures, origin and faiths will be given respect and support as part of the Butterfly Bloom community. Induction for new staff will address issues of equality and all staff will have access to training which will enable the continuation of professional development.