

# Equality and Diversity Statement

## Benopa Care Limited

*Committed to Inclusive, Respectful, and Non-Discriminatory Care*

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## Our Commitment

At **Benopa Care Limited**, we are fully committed to promoting **equality, diversity, and inclusion** across all areas of our service. We believe that every individual—whether client, employee, or visitor—has the right to be treated with **dignity, fairness, and respect**, regardless of their background or circumstances.

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## What We Stand For

We are proud to deliver **non-discriminatory, person-centred care** to adults of all ages, abilities, and backgrounds. This includes people from diverse:

- **Races and ethnicities**
- **Religions and beliefs**
- **Genders and gender identities**
- **Sexual orientations**
- **Disabilities**
- **Ages**
- **Socioeconomic statuses**
- **Languages and cultures**

We strive to create a supportive and accessible environment that respects **cultural, religious, and personal preferences** in both care delivery and workplace practices.

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## Legal & Regulatory Framework

This statement aligns with our responsibilities under the following legislation:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Care Act 2014**
- **Health and Social Care Act 2008 (Regulated Activities)**
- **CQC Equality Objectives**

We are also committed to the **NHS Core Values** and uphold the **6 Cs of Care**: Care, Compassion, Competence, Communication, Courage, and Commitment.

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## In Practice

- **For Clients:** We ensure that care is tailored to each person's unique needs, values, and preferences. We will not tolerate discrimination in any form—direct or indirect.
  - **For Staff:** We provide equal opportunities in recruitment, training, and advancement. We foster a culture of respect, fairness, and open communication.
  - **For the Community:** We aim to break down barriers to access and work with diverse community partners to better understand and serve our local population in **Enfield, North London**, and beyond.
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## Reporting Discrimination

We encourage any client, staff member, or visitor who experiences or witnesses discrimination to report it to the **Registered Manager** or through our **complaints procedure**. All reports are taken seriously and handled confidentially.

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## Review & Accountability


Our Equality and Diversity Policy is reviewed annually to ensure continued compliance, improvement, and relevance to our clients, staff, and community.


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## Contact

If you have any questions about this statement or require it in an alternative format, please contact:

### Benopa Care Limited

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 Based in Enfield, serving North London & Hertfordshire