



GENDER IDENTITY AND TRANS INCLUSION STATEMENT.

Orchard Care Homes is committed to equality of opportunity and values and respects the diversity of all its customers, residents and colleagues.

We want all our customers, residents and colleagues to feel they can be their authentic self every day. We want everyone to feel comfortable and safe in our homes and workplaces.

We have a zero tolerance approach to discrimination, victimisation or harassment on the basis of a person's gender identity. We have confidential and supportive methods of reporting experiences or witnessing of bullying, harassment and discrimination for both customers, residents and colleagues.

We aim to provide a welcoming and supportive environment for people to be who they are, irrespective of their gender identity and we value their unique contributions.

We believe that a trans inclusive environment enables our trans colleagues to be themselves in the workplace and perform to their best of their ability.

We will seek to ensure that explicitly gendered language is not used in any of our policies or communications if it is not needed and will provide guidance for our colleagues on the appropriate use of pronouns and how they can create a trans inclusive environment for all.