



Carefree Getaway

Structured Travel. Safe Independence.

MARCH 2026

EQUALITY, DIVERSITY & INCLUSION POLICY

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1. Purpose

Carefree Getaway Limited is committed to promoting equality, valuing diversity, and ensuring inclusion in all aspects of its services and operations.

This policy sets out the organisation's commitment to:

- providing inclusive services
- treating all individuals fairly and with respect
- preventing discrimination
- promoting a positive and inclusive environment

2. Scope

This policy applies to:

- all clients using Carefree Getaway services
- all staff and support workers
- all interactions with families, professionals and partners
- all stages of service delivery

3. Legal Framework

Carefree Getaway operates in accordance with relevant UK legislation, including:

- Equality Act 2010

The organisation recognises protected characteristics, including:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief

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- sex
- sexual orientation

4. Statement of Commitment

Carefree Getaway Limited is committed to:

- providing services that are accessible and inclusive
- treating all individuals with dignity and respect
- ensuring equal opportunities
- preventing discrimination, harassment or victimisation

5. Key Principles

5.1 Equality

All individuals will be treated fairly and without discrimination.

5.2 Diversity

Carefree Getaway recognises and values differences between individuals.

5.3 Inclusion

The organisation aims to create an environment where individuals feel:

- respected
- supported
- able to participate

6. Service Delivery

Carefree Getaway will:

- consider individual needs and preferences
- provide personalised travel experiences

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- make reasonable adjustments where possible
- promote participation in activities

7. Reasonable Adjustments

Where possible, Carefree Getaway will make reasonable adjustments to support individuals, such as:

- adapting travel plans
- selecting suitable environments
- providing clear communication

Adjustments will be considered based on:

- safety
- practicality
- service scope

8. Staff Responsibilities

All staff must:

- treat individuals with respect and fairness
- avoid discriminatory behaviour
- promote inclusion
- challenge inappropriate behaviour where safe to do so

9. Preventing Discrimination

Carefree Getaway does not tolerate:

- discrimination
- harassment
- bullying
- victimisation

Any concerns will be addressed promptly and appropriately.

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10. Inclusive Communication

Carefree Getaway aims to:

- communicate clearly and respectfully
- consider individual communication needs
- provide information in an accessible format where possible

11. Cultural Awareness

Staff are expected to:

- respect cultural, religious and personal differences
- act sensitively in different environments
- avoid assumptions or stereotypes

12. Recruitment and Staff Engagement

Carefree Getaway is committed to:

- fair recruitment practices
- equal opportunities for staff
- promoting a respectful working environment

13. Reporting Concerns

Any concerns relating to equality, diversity or inclusion should be:

- reported to management
- addressed promptly
- handled professionally

14. Monitoring and Improvement

Carefree Getaway will:

- review practices regularly

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- consider feedback from clients and staff
- improve inclusivity where possible

15. Policy Review

This policy will be reviewed:

- annually
- following any relevant incidents
- when legislation or guidance changes

16. Declaration

Carefree Getaway Limited is committed to promoting equality, valuing diversity and ensuring inclusion, creating a respectful and supportive environment for all individuals involved in its services.

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