BRIDGE HOUSE SUPPORTED LIVING LTD

Equality & Diversity Statement

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Our Commitment
Bridge House Supported Living Ltd is committed to promoting equality, valuing diversity and challenging discrimination in everything we do — in how we support young people, how we recruit and develop our staff, and how we engage with our wider community.

1. Our Commitment to Equality

Bridge House Supported Living Ltd believes that every young person and every member of staff deserves to be treated with dignity, respect and fairness. We are committed to providing services that are inclusive, responsive and free from discrimination.

We will not discriminate — directly or indirectly — on the basis of any of the nine protected characteristics under the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity and nationality
- Religion or belief
- Sex
- Sexual orientation

2. Our Commitment to Young People

Every young person at Bridge House is an individual with their own identity, culture, background and needs. We are committed to:

- Providing support that respects and celebrates each young person's identity and heritage

- Offering a safe and affirming environment for LGBTQ+ young people
- Making reasonable adjustments to ensure young people with disabilities can fully access and benefit from our service
- Providing information and support in accessible formats on request
- Actively challenging discrimination and harassment within our service
- Respecting and accommodating cultural and faith practices

3. Our Commitment to Staff

We are committed to creating a workplace where all staff are valued, treated fairly and given equal opportunity to develop. We will:

- Recruit and promote on the basis of merit, free from discrimination
- Provide equality, diversity and inclusion training to all staff
- Take action against any form of discrimination, harassment or bullying in the workplace
- Encourage and support a diverse workforce that reflects the communities we serve

4. Our Legal Duties

Bridge House Supported Living Ltd complies with the Equality Act 2010, the Human Rights Act 1998, and all other relevant equalities legislation. Our full Equality, Diversity and Inclusion Policy is available to placing authorities and commissioners on request.

5. Raising a Concern

If you feel that Bridge House Supported Living Ltd has not met our equality commitments, please contact us:

- Email: admin@bridgehsl.co.uk
- Telephone: 07454024010

You can also make a formal complaint through our complaints process — please see our 'How to Make a Complaint' page.

Approved by:	[Director / Board]
Date Approved:	21 September 2026
Signature:	_____
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