



Tel: 01392 829989  
Website: [www.epicsolutions.org.uk](http://www.epicsolutions.org.uk)  
Email: [admin@epicsolutions.org.uk](mailto:admin@epicsolutions.org.uk)

## **Equality and Diversity Policy**

EPIC Solutions believes in fairness, equity and above all values diversity in all dealings, both as provider of health services and recruiting of associates. We are committed to eliminating discrimination on the basis of gender, age, disability, race, religion, sexuality or social class. We aim to provide accessible services, delivered in a way that respects the needs of each individual and does not exclude anyone. EPIC Solutions intends to embed its equality and diversity values into every day practice, policies and procedures so that equality and diversity becomes the norm for all.

**Equality** is not about treating everyone the same, it is about ensuring that access to opportunities are available to all by taking account of people's differing needs and capabilities.

**Diversity** is about recognizing and valuing differences through inclusion, regardless of age, disability, gender, racial origin, religion, belief, sexual orientation, commitments outside work, part-time or shift work, language, union activity, HIV status, perspectives, opinions and person values etc.

Author	Publication date	Reviewed	Review date
Karen Street	October 2020	March 2023	March 2026