



## **GENDER IDENTITY AND TRANS INCLUSION STATEMENT.**

Orchard Healthcare Group is committed to equality of opportunity and values and respects the diversity of all its 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 want all our customers, residents and colleagues to feel they can be their authentic self every day.

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 all customers, residents and colleagues. Any substantiated concerns of this nature will be addressed through the disciplinary process.