



Equality & Diversity Statement

Invigorate Therapy Ltd. is committed to equality of opportunity and values and respects the diversity of all its clients.

We are committed to supporting and promoting equality, diversity, and inclusion.

Invigorate Therapy Ltd. believes that everyone is entitled to respect and dignity and is committed to make sure every client is treated in this way.

How will we do this?

At Invigorate Therapy Ltd. we aim to:

- prevent discrimination, eliminate prejudice, promote inclusion, and celebrate diversity
- be fair in our dealings with all people
- understand and appreciate the diverse nature of different cultural backgrounds
- ensure equality, diversity and inclusion is embedded in everything we do.

What does equality mean?

It's about treating people fairly and ensuring they have equal opportunity to make the most of their lives and talents. This means treating everyone with fairness and respect and recognising the needs of individuals wherever we can.

We want to provide equality of opportunity to everyone we work or have contact with. We will make it as easy as possible for people to access our services and find out the right information.

What does diversity mean?

We know that people have diverse backgrounds, with different skills, knowledge, and life experiences. We value these differences, using them to create a better community.

What does inclusion mean?

It's about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected.

Who is included?

We positively celebrate the differences between people regardless of their:

- age
- disability
- sex



- gender identity
- race
- sexual orientation
- religion or belief
- marriage and civil partnership
- pregnancy and maternity.

These nine areas are called 'protected characteristics' and are legally protected by the Equality Act 2010