

Bennachie Horizon CIC

Equality, Diversity & Inclusion

Public Summary

What We Stand For

At Bennachie Horizon CIC, we believe that every person matters. We welcome trainees from all walks of life, and we are proud to offer a space where people are treated fairly, respected for who they are, and supported to thrive.

Our team works hard to make sure no one feels left out, judged, or held back, no matter their background, identity, or ability. Inclusion isn't just something we talk about. It's something we build into everything we do.

What This Means in Practice

We work to remove barriers and adapt to people's needs. That includes:

- ◉ Communicating in ways that are accessible and respectful
- ◉ Using spaces, materials, and activities that support a range of abilities
- ◉ Celebrating difference and encouraging confidence
- ◉ Listening to feedback and adjusting things when they're not working

We do not tolerate discrimination or harassment of any kind.

We Respect and Support People Across:

- ◉ Disabilities and long-term conditions
- ◉ Race, culture, language, and background
- ◉ Gender and gender identity
- ◉ Religion or belief
- ◉ Sexual orientation
- ◉ Age, family circumstances, and lived experience

We also understand that people's needs and identities are complex, and that respectful support means listening first and responding with care.

If You Have Concerns

If you ever feel something isn't fair, respectful, or inclusive at Bennachie Horizon, we want to hear about it.

Please contact any member of staff, or reach us directly at:

 info@bennachiehorizon.com

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