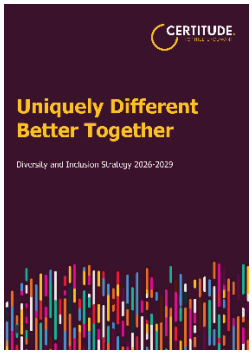
Uniquely Different, Better Together

Our plan to help people feel included at Certitude.

CERTITUDE.
FOR THE LIFE YOU WANT

People are all different – this is sometimes called being 'unique' Certitude supports many different people and the people that work at Certitude are different too. This is a good thing.	
We understand that we are better when we work together Working together helps us understand people better. This helps us support people to live the life they want.	
Working together is sometimes called co-production This means listening to different people's ideas and deciding what we are going to do together.	
To help us do this we have created a plan called 'Uniquely Different, Better Together' It explains what we are going to do to help people feel included at Certitude.	

Incorporating:

Support for Living | A Registered Society incorporated under the Co-operative Community Benefit Societies Act 2014 27062R
Southside Partnership | Company No. 2599171. Registered Charity No. 1010187
Yarrow I A Registered Society incorporated under the Co-operative Community Benefit Societies Act 2014. 26315R
Certitude Trading Limited | Company No. 14991207
Registered office as above. Group VAT No. 991 2415 14
Certitude is a Registered Society incorporated under the Co-operative Community Benefit Societies Act 2014 30891R

This plan is important so that everyone feels welcome at Certitude

This means that

- Everyone feels safe to be themselves
- Everyone is treated fairly
- Everyone feels included



Certitude's leaders will make sure we are respectful of people's different thoughts and feelings

They will have training on how to do this.



Everyone's voice matters

We will work together so that everyone feels listened to and safe to share their ideas.



We will make sure that people are given a fair chance to get a job and to learn new things

We want our Certitude teams to be made up of lots of different people, just like our communities.



We will work together to check how well we are doing with each of these things

This helps us make better choices together.



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