

Equality and Diversity Policy

1. Our Policy Statement

The Hamlet is committed to anti-discriminatory practice for all children, adults, families and carers. We respect and value the diversity. We are committed to challenging attitudes that promote discrimination, ensuring respect for all and preparing all who use The Hamlet for living in a diverse society. Equality and diversity is integral to The Hamlet Charter which underpins everything we do.

2. Purpose of this policy and why we have it

This policy ensures that we reflect on our legal duty to provide protection against discrimination for those using or working for The Hamlet or wishing to access our services or work for us. This will include being alert to protected characteristics as defined by the Equalities Act 2010 and how we ensure equality in each area at our centres.

We will:

- ensure that all children and adults are encouraged and able to achieve their full potential
- respect and value differences between people
- support and prepare children and adults for life in a diverse society
- acknowledge the existence of prejudice and take steps to prevent it
- make our environment a place where everyone feels welcomed and valued
- value and acknowledge beliefs, faiths, sexual orientations, disabilities and different cultures
- access staff training when the opportunities arise to support this policy

3. The scope of this policy

This policy is intended for:

- Staff at The Hamlet
- Volunteers at The Hamlet
- The parents/carers and extended families of those children who attend The Hamlet
- Children and adults using The Hamlet
- Potential staff, volunteers and users

4. How we will implement and monitor this policy

Admissions:

- We welcome local families to our inclusive pre-school while ensuring that places are prioritised for children with disabilities. (Typically developing children will not make up more than 50% of attendees overall).
- We operate a clear admissions policy for all our services to ensure fair access to each service.
- Short-break services, adult day services and Out of Hours are for children / adults with disabilities only.
- We aim to reflect the diversity of members of our local community in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- Where possible we will provide information in languages of our community as required.
- We do not discriminate against any child, adult, parents or carers on any grounds.
- We aim to demonstrate our policy by the way we work and represent The Hamlet.

- We monitor admissions to The Hamlet and recruitment of Staff.

Employment:

- We are an equal opportunity employer; posts are advertised and all participants are judged against explicit and fair criteria.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We invite applicants to complete an Equal Opportunities Monitoring Form to enable us to monitor representation of different groups.
- We may consider positive action when recruiting to posts, to attract people from under-represented groups into our workforce.

Training:

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children and adults to flourish.
- We aim to improve our knowledge and understanding of beliefs, cultures and disabilities.
- We review our practices to ensure that we are fully implementing our equalities policy.
- Our aim is that all staff have an understanding and knowledge of equality and diversity, and the characteristics of protected groups.

General:

- Every member of staff is responsible for proactively promoting our approach.
- All staff receive equality and diversity training.

- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occurs. (See Staff Handbook)
- We treat everyone with respect and with consideration of their diversity.
- We provide a welcoming atmosphere with approachable staff.
- As part of each child or adult's support plan we will offer a secure environment in which to explore their own culture and that of their peers.
- We actively seek ways to counter the learning of negative attitudes and behaviour towards differences.
- We check that our resources reflect diversity and do not promote negative stereotypes.

5. Legal References and Context

The Equalities Act 2010:

Legislation to provide protection against discrimination for people who share the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual Orientation

Date approved by the Board: September 2018

Date of next review: September 2021

Post holder responsible for this policy: Senior Management Children's and Adult's Service

Signed by Chair of the Board of Trustees: