

# OVERWORLD

## **EQUALITY, DIVERSITY & INCLUSION POLICY**

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## **INTRODUCTION**

The Equality Act 2010, provides a legal framework to protect the rights of individuals & advance equality of opportunity for all. The Act says people should not be treated differently or unfairly because of the following 'protected characteristics': Age; disability; gender reassignment; marriage & civil partnership; pregnancy & maternity; Race, including colour, nationality, ethnic or national origin; religion or belief; Sex; sexual orientation.

In its actions & when taking decisions or planning policies, we will consider the need to: stop unlawful discrimination; improve equality of opportunity; encourage good relationships between those with protected characteristic & those without.

## **POLICY STATEMENT**

This policy describes the way in which the Organisation will meet the requirements of the Equality Act 2010 & applies to all children & young people (CYP) in our care, staff, volunteers & visitors of the Organisation.

Everyone should have the opportunity to fulfil their potential whatever their background, identity, & circumstance.

## **AIMS**

The Organisation

- ✓ Is committed to creating a community that recognises & celebrates difference within a culture of respect, tolerance, & co-operation
- ✓ Nurtures a culture which promotes equality to create a positive environment & a shared sense of belonging for all who work & use our services
- ✓ Promotes the basic British values of democracy, the rule of law, individual liberty, & mutual respect & tolerance for those of different faiths & beliefs
- ✓ Will eliminate discrimination, harassment, victimisation, & other conduct that is prohibited by the Equality Act 2010.
- ✓ Where possible, advance equality of opportunity between people who share a protected characteristic & people who do not share it.
- ✓ Foster good relations across all protected characteristics – between people who share a protected characteristic & people who do not share it.

## **ROLES & RESPONSIBILITIES**

### **Senior Staff**

- ✓ Ensure that the Organisation is fully inclusive to CYP, & responsive to their needs based on all protected characteristics

- ✓ Seek to ensure that no one is discriminated against when applying for jobs on grounds of race, gender, or disability
- ✓ Take all reasonable steps to ensure that the environment gives access to people with any disability; it will also strive to make all appropriate communications as inclusive as possible
- ✓ Welcome all referrals, whatever a CYP's socio-economic background, race, gender, or disability & base any offer of placement upon our ability to meet need
- ✓ Ensures that no CYP is discriminated against whilst in our care on account of any protected characteristic
- ✓ Ensure all policies, documents & actions are assessed for their impact in terms of equality
- ✓ Ensures robust disciplinary action are followed with alleged complaints & full reporting is undertaken & filed

### **Staff involved in designing, assessing & quality assuring qualifications**

- ✓ Promote the principles of Equality, Diversity & Inclusion when developing & quality assuring education material & assessments.
- ✓ Supports the Organisation mentors to follow this policy

### **All staff & volunteers**

- ✓ Must ensure that no CYP is discriminated against whilst in our care on account of any protected characteristic
- ✓ Treat all incidents of unfair treatment & any incidents of bullying or discrimination, including racist incidents, with due seriousness & escalates them to their Line Manager

## **THE ORGANISATION'S COMMITMENTS**

### **To the CYP in our care**

- ✓ All CYP referred to the Organisation will be placed in accordance with our ability to meet their needs; no CYP shall be denied admission on the grounds of race, colour, ethnic or national origin, sexual orientation, religion, disability, or family background.
- ✓ We will tackle discrimination by the positive promotion of equality, challenging bullying & stereotypes & creating an environment which champions respect for all

- ✓ We believe that diversity is a strength, which should be respected & celebrated by all those who learn, teach, & visit here.
- ✓ We are committed to providing a safe & secure environment where all feel able to access our facilities
- ✓ We believe every CYP should be able to participate in all activities provided in an enjoyable & safe environment & be protected from harm.
- ✓ We recognise our responsibility to safeguard all who access our facilities & promote the welfare of all CYP by protecting them from physical, sexual, & emotional abuse, neglect, & bullying.

### **To its staff & volunteers**

The Organisation is committed to a policy of equal opportunities of employment. Our aim is to ensure that no employee or job applicant receives less favourable treatment because of race, colour, ethnic or national origins, sex, marital status, age, religion, or disability or is disadvantaged by conditions & requirements which cannot be justified.

- ✓ All staff have equality of opportunity regarding support, mentoring, training, & career progression
- ✓ All staff are expected to work within this Policy. Appropriate support will be put in place or, if necessary, disciplinary action taken in the event of a breach
- ✓ The diversity within the staff population is recognised, valued, & celebrated & as far as possible, utilised positively to the benefit of that individual
- ✓ Staff will be expected to behave as role models for CYP & to always reflect the aims & expectations of this policy
- ✓ Reasonable adjustments will be made where necessary to enable staff to carry out their role
- ✓ The procedures for selection promotion & training will be kept under review to ensure that individuals are considered solely based on merit, ability, & the prevailing needs of the Organisation

### **In general**

- ✓ Ensure that resources are utilised fairly for the equal benefit of all
- ✓ Make all reasonable & permissible adjustments to the fabric of the building & surrounding grounds to ensure a safe & accessible access for all
- ✓ Actively challenge all discrimination (racist, sexist, homophobic or otherwise), harassment or bullying

- ✓ Recognise its role within the community of the CYP & their families & within the wider community to present a positive image, recognising abilities & achievements & celebrating diversity
- ✓ Work to ensure that its processes & materials are accessible & informed by a commitment to equality & diversity

## **DISABILITY**

The Equalities Act 2010 states: A person (P) has a disability if-

- a) P has a physical or mental impairment, &
- b) the impairment has a substantial & long-term adverse effect on P's ability to carry out normal day-to-day activities.

Under our specific duty we will:

- ✓ Provide a warm, bright, friendly, & welcoming environment for all
- ✓ Create an environment which is considerate to the health & safety of all
- ✓ Provide adaptations designed to ensure equality of access
- ✓ Ensure young people are supported, planned for, & able to reach their full potential

We are committed to offering potential & existing employees with a hidden &/or physical disability equal opportunities by

- ✓ Interviewing applicants with disability, who meet the minimum criteria for a vacancy & consider them on their abilities
- ✓ Regularly check in with employees as to how the Organisation can make sure they develop their potential & use their abilities
- ✓ Make every effort to retain employees if they become disabled
- ✓ Ensure all employees develop the appropriate level of disability awareness needed to fulfil these commitments

## **RACE EQUALITY**

We recognise that hate incidents or prejudice-based bullying behaviour is driven by negative assumptions, stereotypes, or misinformation. These are then directed against an individual or group, based on difference (real or perceived), & linked to, for example, racism, homophobia, negative views of disabled people or sexism.

Under our specific Race Equality duty, we will:

- ✓ Continue to take action to prevent, challenge & eliminate any prejudice-based bullying behaviour using external agencies, e.g., Stand Against Racism Incidents (SARI);

- ✓ Facilitate any questions & discussions the CYP in our care have in relation to exploring diversity & celebrating difference;
- ✓ Record all hate incidents & prejudice-based bullying, identifying trends & patterns to inform appropriate responses in terms of support for victims & their families & sanction, support & educate those who perpetrate such behaviour;
- ✓ Assess & monitor the impact of our policies, upon CYP staff & families towards raising the achievement of minority ethnic groups;
- ✓ Comply with the Local Authorities reporting procedures

## TACKLING DISCRIMINATION

Harassment of any kind is not tolerated within our Organisation

**All staff** must be aware of the types of harassment that may occur:

- x Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation, or gender;
- x Use of derogatory names, insults, & jokes;
- x Racist, sexist, homophobic or discriminatory graffiti;
- x Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- x Bringing discriminatory material into the Organisation establishment;
- x Verbal abuse & threats;
- x Incitement of others to discriminate due to race, disability, gender, or sexual orientation;
- x Discriminatory comments during discussion;
- x Attempts to recruit others to discriminatory organisations & groups;
- x Ridicule of an individual for difference e.g., food, music, religion, dress etc;
- x Refusal to co-operate with other people on grounds of race, gender, disability, or sexual orientation.

**All staff** are expected to identify & challenge prejudice & stereotyping; & to support the full range of diverse needs according to a CYP's individual circumstances

**All staff** are expected to make clear to CYP that they can report incidents to any member of staff

If a member of staff does not feel able to challenge the harassment, they must seek support by Mark Pickering (Managing Director & Designated Safeguarding Lead) or Steve Mitchell (Deputy Designated Safeguarding Lead)