

Harmony house

Equality and Diversity Policy

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1. Legal Framework
 - ✓ The Equal Pay Act 1970
 - ✓ The Sex Discrimination Act 1975
 - ✓ The Race Relations Act 1976
 - ✓ The Disability Discrimination Act 1995
 - ✓ The Employment Equality (Religion or Belief) Regulations 2003
 - ✓ The Employment Equality (Sexual Orientation) Regulations 2003
 - ✓ The Employment Equality (Age) Regulations 2006
 - ✓ The Equality Act 2006, Part 2
 - ✓ The Equality Act (Sexual Orientation) Regulations 2007
 - ✓ The Equality Act 2010

These acts consolidate and strengthen anti-discrimination laws, outlining protected characteristics (e.g., age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation) and specifying obligations for public and private entities to promote equality and eliminate discrimination.

2. Equality and Diversity for Children and Young People

This Policy summarises Harmony house commitment to provide inclusive and equal services to a diverse range of children and young people. At Harmony house every child or young

person, regardless their background, gender, religion, racial origin, cultural background, linguistic background, nationality, disability, sexual orientation, abilities, and interests, shall be cared for with love, dignity, and respect.

We promote equality and diversity as part of our recruitment and employment practices. We will not discriminate (directly or indirectly) against any persons (including staff, potential staff, children, families, or other professionals) based on a protected characteristic under the Equality Act 2010.

Crimes committed against someone because of their disability, transgender-identity, race, religion or belief, or sexual orientation are all hate crimes and should be reported to the police.

Hate crimes can include Threatening behaviour; Assault; Robbery; Damage to property; Harassment; Online abuse. You can report hate crime online using 101.

Also, Harmony house encourages children to develop respect for themselves and for others; we recognise and build on the strengths of children and young people from all cultures, religions, gender, age, sexual orientation, ability, and backgrounds; in ways that meet their needs and help them to achieve their full potential.

We are committed to welcoming all children, young people, and others significant in their care and wellbeing; this effort is reflected in how we promote positive relationships. In addition to this, resources used to develop work with children and young people are chosen for their suitability and anti-oppressive nature.

We encourage children and young people are offered opportunities to try out new experiences, which are not restricted by traditional gender options.

Our staff understand their duties which includes challenge attitudes, behaviour and language that are non-inclusive and discriminatory, in a positive way.

Our managers will monitor the demography of children and young people placed within the Home in terms of ethnicity, gender, and disability. This is to ensure that the services that we provide reaches all and not creating barriers to any child.

We're committed to protecting the children and young people, and helping to keep them to keep safe, from bullying, homophobic behaviour, racism, sexism, radicalisation, and other forms of discrimination. Any discriminatory behaviours (direct or indirect) will be challenged, we educate and help children and young people to learn how to treat others with respect.

3. Inclusion for Children and Young People

At Harmony house all children will be given the opportunity to be cared for and educated. Where possible this is alongside their peers to develop their full potential. Children and young people are encouraged and supported to understand their rights and are well-informed about ways of challenging discrimination and how to access support.

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It is the responsibility of the Registered manager to identify local community resources that contribute to meeting the needs of children and young people - these are highlighted and promoted and where they do not meet required needs alternatives are arranged regardless of geographical location, for example hairdressers who specialise in braiding African Caribbean hair; shops that sell native Asian food.

We pride in our safer recruitment staff and our robust equality and diversity training including legislation and their responsibilities.

The Registered managers ensures that assessments of the child and the families specific needs is carried out with an aim to support and develop their full potential. They examine ways in which diversity can be valued and activities adapted to meet the individual child's needs including food preparation and menu choices.

The staff team maintains a link between the child's family and significant others and the Children's Home in meeting their needs.

Our staff offer appropriate support to aid inclusion and they ensure that the children and young people can fully participate in the Home's activities and activities that the children and young people have identified.

We offer additional support to staff and/or children who are finding difficulty in understanding diverse or complex situations.

4. Equality in Employment

Harmony house will ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, or disability.

Harmony house will maintain a neutral working environment in which no worker feels under threat or intimidated.

3.1 Recruitment and Selection

Our recruitment and selection process are crucially important to reflect equal opportunities. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or subconsciously, in making these decisions.

At Harmony house promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this procedure.

Job descriptions will be revised to ensure that they are in line with these equal opportunities' objectives. Job requirements will be reflected accurately in any person specifications. The Home will adopt a consistent, non-discriminatory approach to the advertising of the vacancies.

We will not confine recruitment to areas or media sources, which provide only, or mainly, applicants of a particular group.

All applicants who apply for jobs will receive fair treatment and will be considered solely on their ability to do the job.

All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.

To ensure transparency, more than one person will carry out short listing and interviewing.

Interview questions will be related to the requirements of the job and will not be of any discriminatory nature and selection decisions will not be influenced by any perceived prejudices of other staff.

3.2 Disability Discrimination

Harmony house believes in providing a welcoming, comfortable, and accessible environment that is safe and easy to use for children, parents, relatives, staff, visitors, and other users of the home. We will endeavour to achieve equality of opportunity for all to ensure equal access to its facilities. Where possible, the management will avoid physical features that make it difficult for people with a disability and make reasonable adjustments to improve the environment.

5. The Team

Responsibilities:

- The Responsible individual has the ultimate responsibility for this policy.
- The Registered Manager will enforce this policy across the home.
- All the staff members will be required to embrace this policy and ensure that children/young people and others (including staff members or any other person visiting the service) are treated well and with respect.

6. Procedures:

- a. We will endeavour to create a balanced staff team, reflecting differences in wider society as well as the current children's group.
- b. We encourage staff to raise any concerns about anti-discriminatory practice issues as soon as it occurs and during supervision. These issues will be fed into the training and supervision structures to help develop an anti-racist culture within the home.
- c. Children are offered opportunities to try out new experiences, which are not restricted by traditional gender or stereotypical options.

- d. Employees who commit serious acts of harassment may be guilty of a criminal offence.
- e. Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under Harmony house disciplinary procedure.
- f. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

7. Grievances

- If you consider that you may have been unlawfully discriminated against, you may consider using Harmony house grievance procedure to make a complaint.
- If your complaint involves bullying or harassment, the grievance procedure is modified as set out in the Dignity at Work policy. We take any complaint seriously and will seek to resolve any grievance that it upholds.
- You will not be penalised for raising a grievance, even if your grievance is not upheld, however your reason for making the grievance may be explored.
- Using our grievance procedure does not affect your right to make a complaint to an employment tribunal.

8. Training

- Harmony house will provide training in equal opportunities to managers involved in recruitment and others, involved in decision making where equal opportunities issues are likely to arise. This will also enable them to deal more effectively with complaints of bullying and harassment.
- Harmony house will provide training to all staff to understand their rights and responsibilities under equality policy and what they can do to help create a working environment free of bullying and harassment.

Review

- This policy will be monitored periodically by management to judge its effectiveness and will be updated in accordance with changes in the law.
- Information provided by job applicants and employees for monitoring purposes will be used only for these purposes and will be dealt with in accordance with the Data Protection Act 1998 and from June 2018, the GDPR.

9. Cross reference to other documents

- Prevention of bullying policy
- Safeguarding Policy
- Dignity at Work Policy
- Behaviour Management Policy