

Equality and Diversity Policy - for young people within our internal supported accommodation.

This procedure summarises the service commitment to provide inclusive and equal services to a diverse range of young people we care for within our supported accommodation and supported lodgings (Homestay) provision. We will not discriminate (directly or indirectly) against any persons (including staff, potential staff or children) on the basis of a protected characteristic under the Equality Act 2010.

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

NB- Within Cumberland and Westmorland and Furness Councils we have also adopted protected characteristic for those with care experience.

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

Hate crimes can include:

- Threatening behaviour;
- Assault;
- Robbery;
- Damage to property;
- Inciting others to commit hate crimes;
- Harassment;
- Online abuse.

You can [report hate crime online](#).

- a. We encourage children to develop respect for themselves and for others;
- b. We deliver services that 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;
- c. Every effort is made to ensure that our homes are welcoming to all children and young people and others significant in their care and wellbeing; this effort is reflected in the communication around the Home, including: posters, information boards, displays and leaflets. In addition to this, resources used to develop work with children and young people are chosen for their suitability and anti-oppressive nature;
- d. Children are offered opportunities to try out new experiences, which are not restricted by traditional gender options;
- e. Staff are expected to challenge attitudes, behaviour and language that are non-inclusive and discriminatory, in a positive way;
- f. Managers are expected to monitor the range of children and young people placed within the Home in terms of ethnicity, gender and disability. This is to ensure the service provision is reaching all and not creating barriers to certain groups.

Children are protected, and helped to keep themselves safe, from bullying, homophobic behaviour, racism, sexism, radicalisation and other forms of discrimination. Any discriminatory behaviours (direct or indirect) are challenged and help, and support are given to children about how to treat others with respect.

Inclusion for Children and Young People

- a. All children are given the opportunity to be cared for and educated. Where possible this is alongside their peers in order to develop their full potential;
- b. Children are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination;

- c. The managers of supported accommodation/supported lodgings provision and those who provide the support are expected to identify local community resources that contribute to meeting the needs of individuals- these are highlighted and promoted and where they do not meet required needs alternatives are sought and suitably identified regardless of geographical location, for example hairdressers who specialise in braiding or cutting African Caribbean hair;
- d. Children are cared for by staff or supported lodgings providers who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities;
- e. Supported accommodation and supported lodgings managers ensure that assessments of the child and the families specific needs is carried out with an aim to support and develop their full potential;
- f. Supported accommodation and supported lodgings managers are expected to examine ways in which diversity can be valued and activities adapted to meet the Individual child's needs including food preparation and menu choices;
- g. Staff and Homestay providers are expected to acknowledge the importance of maintaining a link between the child's home and those now providing support in meeting the individual's need;
- h. Staff and Homestay providers are expected to offer appropriate support to aid inclusion and ensure that the children and young people can fully participate in the household activities. If necessary, seek additional support in order to do this;
- i. Additional support is offered to staff, homestay providers and/or young people who are finding difficulty in understanding diverse or complex situations.

August 2023