



# Breakaway

## Equality, diversity and inclusion

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<b>Version:</b>	1:3
<b>Date:</b>	April 2024
<b>Review Date:</b>	April 2025

### Policy Summary:

Regulations 7, 9, 10, 11, 12,17, 31 of the Children’s Homes Regulations 2015 including the Quality Standards



A hands-on approach to help children in Slough be  
..... Safe, Secure and Successful

## **Policy Aim:**

Breakaway's policy and approach to Equal opportunity, Anti Discriminatory practice and children's rights

**Equality Means**, everyone in your setting has equal opportunities regardless of their abilities, background or lifestyle

**Diversity means**, appreciating the differences between children/adults and treating people's values, beliefs, cultures and lifestyles with respect.

Breakaway aims to provide a climate that is committed to equal opportunities and anti-discriminatory practice, eliminating unlawful discrimination, harassment and victimisation and promoting good relations both for children and staff. Ensuring that every child is included and supported regardless of gender, class, family status, disability, ethnic origin, culture, religion or belief.

We work within the Equality Act 2010 which sits alongside the requirements in the Children and Families Act 2014.

- We provide a secure and accessible environment in which all children can grow to reach their full potential, knowing that they are valued
- Inclusion runs through all of the activities we provide both within and outside of Breakaway.
- Ensure all staff improve their knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity. That staff have read and understand Slough Borough Council's Equal Opportunities policy statement.
- Breakaway employees understand that all people are unique and valued and that this is a benefit to all.
- Breakaway ensure that all children in our care are protected from any form of discrimination.

**The Equality Act 2010 defines 9 areas where it is illegal to discriminate. The protected characteristics as below are understood and reasonable adjustments are made as necessary to break down barriers for inclusion.**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race
- Religion
- Sex
- Sexual orientation

## **Policy**

**At Breakaway we ensure that our service is fully inclusive in meeting the needs of all children who use the service. The facilities, equipment and access to the premises are suitable for children with disabilities.**

As part of Slough Borough Council we have access to services that can provide translation of documents into other languages, braille and audio if necessary plus interpreters to attend meetings and reviews.

We understand that children grow up in diverse family structures that can include two parents, one parent, and parents of the same sex. Some children have close links with their extended family of grandparents, aunts, uncles and cousins while others may be more removed from their extended family and could even be isolated

to just their immediate family unit. Some children come from families who experience severe hardship and deprivation, they may have faced discrimination because of their ethnicity, the language they speak or don't speak, their religious or beliefs background, their gender or impairment. All of these factors can affect the wellbeing of a child and can impact on their learning and attainment. Staff need to understand these and take them into account while working with the children.

At Breakaway we promote and value diversity and difference by:-

- Information provided by Breakaway i.e. newsletters, questionnaires, This is Me (Care Plan), risk assessments, Breakaway children's guide and other documents are provided in a child friendly format.
- Having different communication methods:
  - Makaton
  - PECS
  - Objects of Reference
  - Spoken word

Keeping staff up to date with these through regular supervision and training.

**Enable all children to contribute to their care planning and to help them make choices for them to be heard.**

- Having a religious board which has child friendly information on many religious festivals/celebrations from around the world on display as and when they occur.
- Providing a varied menu with dishes from different countries served. Include dishes requested by the children.
- Knowing children are individual in their own right and at Breakaway we will provide a service to each child's individual needs allowing them to participate in activities/outings provided.
- Ensuring children are cared for by staff who have been trained in all aspects of equality and diversity
- Encouraging children to develop respect for themselves and for others.
- Read through/to the child their This Is Me and include any items they would like add.

**Within the principle of equal opportunities, all young people have rights. Breakaway children have rights to;**

**Be treated fairly**

To be treated with respect

To be listened to when people are making plans about their future

Be able to complain if they are unhappy or worried about something and know where to find this information.

Every child should have the opportunity to have an advocate who can advise and help with any issues.

To be looked after and respected by care staff who actively promote their rights.

To be in good health and have access to food and drink.

At Breakaway children will continue to attend school. Breakaway provide transport to Arbour Vale School to ensure continuity, transport to other School's will be arranged through the local authority.

**Anti-discriminatory measures in place to protect children and their families include:**

- Accurate compilation of daily logs.
- Raising concerns with others and managers.
- Key worker being vigilant in their role and pass on any relevant information received from outside sources to both managers and the team.
- Having an understanding of the child and families needs.
- Whistle blowing policy.
- Children with disabilities are vulnerable, their needs and interests must be heard and given the utmost consideration in decision making.

Breakaway promote the rights of children with disabilities and every opportunity is given to improve their lives and social status.

**The Following documents are referred to or associated with this policy.**

- Slough Borough Council Equal Opportunities Policy Statement
- Breakaway Protection of Children Standards
- Breakaway Countering Bullying
- Breakaway Complaints procedure
- Breakaway Children's complaints procedure
- Breakaway Safeguarding policy
- Our Values from Slough Children First.

**Slough Borough Council also have the following services.**

REACH, race, equality and celebrating heritage. Contact details: [equalities@slough.gov.uk](mailto:equalities@slough.gov.uk)

Equality Advisory Support Service, a fully independent and confidential advice service. Phone 0808 800 0082

Diversity and inclusion manager based at Observatory House is Christine Ford, phone number 875069 or mobile 07707 650075.

Staff Equality network (launched 9<sup>th</sup> Sept 2021)