

Wellingtonia Equality and Diversity Policy



Approved by	Anna Davies/Steve Butler
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To be reviewed by	09.03.24

Overley Equality and Diversity Policy

Legislative framework and guidance:

Regulation 7: The children's wishes and feelings standard.

Regulation 10: The health and well-being standard.

Regulation 13: The leadership and management standard.

Regulation 14: The care planning standard.

Outcome:

Young people to have a positive identity and to receive care which is individualised and provides for equal treatment and equal opportunity.

Young people are supported to their maximum potential regardless of background, gender, religion, racial origin, cultural background, linguistic background, nationality, disability, sexual orientation, abilities and interests free from prejudice and discrimination.

Staff are supported to maintain their identity and employment which provides equal treatment and equal opportunity.

Staff are supported to their maximum potential regardless of background, gender, religion, racial origin, cultural background, linguistic background, nationality, disability, sexual orientation, abilities and interests free from prejudice and discrimination.

Policy for Young People:

Overley Hall will provide inclusive and equal services to all young people in our care.

Care planning will be centred on supporting young people to have a positive identity of themselves and others.

Services for young people will vary depending on need and aspirations and will be pro-active in advancing equality, preventing discrimination and promoting good relations between different groups.

Our staff will work to help young people overcome barriers such as poverty, or lack of parental support or lack of social worker input.

Policy for Staff:

Staff will be treated equally and with positive regard. Staff will be supported to meet any specific needs in order to meet the requirements of faith, physical and emotional requirements.

Staff careers paths will be determined purely upon their own performance and not due to their background, gender, religion, racial origin, cultural background, linguistic background, nationality, disability and sexual orientation.

Staff will be protected if pregnant, this will be in line with the staff members individual wishes and recognises that some individuals may wish to work with young people for longer and others may wish to stop working with young people immediately.

Overley Hall expect staff to:

- Challenge attitudes, behaviour and language that are non-inclusive and discriminatory in a positive way.
- Monitor the range of young people placed within the home in terms of ethnicity, gender and disability, to ensure the home is reaching all and not creating barriers to certain groups.
- Ensure that all steps are taken to provide and promote a wholly inclusive environment for young people where they feel valued and can participate fully in the activities of the home.
- Ensure that young people are supported to access local community resources dependent on need and preference.
- Explore with young people as far as is possible, how diversity can be valued and activities adapted to meet young people's needs.
- To include young people to have choice and participation in the day to day running of the home, for example menu planning.
- Declare any mental, physical or emotional issue, illness or disability which will prevent them from carrying out everyday duties within the home. Failure to declare this may result in the employment being terminated because necessary support will need to be planned for.

Pregnancy:

Due to the presenting behaviours of young people at Overley, there is considerable risk to women who are pregnant, due to aggression and holding. The staff member will be made aware of this and a discussion will occur regarding the views of the staff member continuing to work with the young people. It is the responsibility of the staff member to state if they do not feel comfortable or safe working with a particular young person or all young people. This decision will always be supported and pregnant women will not be forced to work with young people. It is the responsibility

of the Manager to make a decision on behalf of the pregnant staff member if they feel they are not taking the risks seriously.

When the decision has been made to discontinue working with the young person, the Manager will delegate other duties, these are dependent upon the competence of the staff member and may include:

Administration Support,

Cleaning duties,

Cooking duties,

School administration support,

Or other support roles which the individual may have a good understanding.

These tasks are all key central roles which support young people and are integral to the care staff role at Overley Hall, however in order to protect the individual these tasks will become more prevalent to remove them from direct work with young people.

Serious staff injuries or illness which prevent work with young people:

Due to the presenting behaviours of young people at Overley, there is considerable risk to an individual who has a serious illness or injury for example Vertigo or a broken rib. The staff member must make the Manager aware of any issues concerning illness or injury which will put them at risk or mean they cannot meet the requirements of their duties. A discussion will occur regarding the views of the staff member continuing to work with the young people. It is the responsibility of the staff member to state if they do not feel comfortable or safe working with a particular young person or all young people. This decision will always be supported and the individual will not be forced to work with young people. It is the responsibility of the Manager to make a decision on behalf of the individual staff member if they feel they are not taking the risks seriously.

When the decision has been made to discontinue working with the young person, the Manager will delegate other duties, these are dependent upon the competence of the staff member and may include:

Administration Support,

Cleaning duties,

Cooking duties,

School administration support,

Or other support roles which the individual may have a good understanding.

These tasks are all key central roles which support young people and are integral to the care staff role at Overley Hall, however in order to protect the individual these

tasks will become more prevalent to remove or reduce them from direct work with young people.

Inclusion for Young People:

- Overley Hall will ensure that young people are supported by a staff team who are suitably trained in all aspects of equality and diversity including their duties and responsibilities.
- Young people will be supported and encouraged to understand their rights and be supported appropriate ways in which to challenge discrimination (for example: staff will make the advocate aware so they may speak with the young person regarding this).
- Overley Hall will be sensitive to the needs of young people and ensure that where necessary we seek additional support for young people who may require it.
- Overley Hall will ensure the environment is comfortable and accessible for all young people. Where necessary adaptations or reasonable adjustments are required to achieve equal access these will be provided.