



Residential Policy

41.Equalities and Diversity



41. Equalities & Diversity Policy

41.1 Mission/Vision Statement

Midway Transitional Solutions Limited is committed to providing equality of opportunity and anti-discriminatory practice for all staff, children, and families in accordance with the Equality Act (2010).

We aim to provide a positive and loving learning environment free from prejudice, discrimination and fear, in which all staff, children and their families feel accepted, respected, and valued. We believe that all at Midway Transitional Solutions Limited should be given every opportunity to fully appreciate their potential and should be able to enjoy, play and learn together without feelings of being excluded or disadvantaged for any reason.

This statement ensures that all at Midway despite the 'Protective characteristics' of the Equality Act (2010), are encouraged to achieve this.

41.2 Protective characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

41.3 Aims

We aim to:

- Recognise that all children are different and aim to identify how best to support each child and family.
- Value the contributions that all children and their families can bring.
- Actively promote anti-discriminatory practice to build an inclusive environment where every child can fulfil their potential.
- Continually reflect on our practice and increase our knowledge around equalities issues.

- Provide an inclusive environment recognising that as individuals, children and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of outside agencies.

- Adhere to relevant legislation to ensure equality in the service we provide.

Employment

- Midway Transitional Solutions Limited strives to find the best candidate for every job vacancy regardless of any of the 'protective characteristics'

- Positions are advertised widely in the local community.

- All applicants are assessed against the same criteria.

- Each position is offered to the applicant who best meets the criteria for the post.

- As our work with children requires staff to undertake an enhanced DBS, we would encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. Having a criminal record will not necessarily bar you from working with us, this will depend upon the nature of the offence and when it occurred. We will take guidance from the Rehabilitation of Offenders Act 1974 and from CIW when making an employment decision. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

- We follow the DBS Code of Practice when handling and storing all confidential information.

41.4 Staff

- Midway Transitional Solutions Limited is committed to the fair treatment of its staff, potential staff, or users of its services, regardless of any of the 'protective characteristics'.

- We have a nominated Equalities representative (this will fall to the Registered Manager unless it is appointed to another staff member within the home by the Registered Manager) who leads and promotes good practice in our setting according to our Equality and Diversity Policy.

- All staff members have knowledge of our Equality and Diversity Policy and share the responsibility of ensuring that we provide a fully inclusive service for children and their families. They recognise the importance of their role in promoting equality and challenging discrimination.

- We seek out ongoing training/professional development opportunities for staff to enable them to keep up to date with new developments, current research and appropriate practice. This information is stored in our Continuing

Professional Development section (CPD) of their HR file and included in staff supervisions.

41.5 Admissions

- We base our admissions on a fair system; we never discriminate against a child, or prevent entry to our setting, based on race, religion, home language, family background, gender, or disability and/or learning difficulty.
- We gather full and accurate information about all children before they start to ensure that we can meet their needs to the best of our ability.

41.6 Environment and Resources

- We aim to provide a secure environment in which all children can flourish and in which all contributions are valued.
- We provide resources that give a balanced view of the world and an appreciation of the rich diversity of our society.
- We encourage children through play equipment and activities that explore, acknowledge and value similarities and differences between themselves and others.
- Our physical resources consider children's size, height, and physical needs.
- We work with professionals from outside agencies to provide a multi-agency network of support for children.
- We ensure that all children have the opportunity to experience an enjoyable programme of development.
- We respect each child's personal learning journey and encourage each child to recognise their own unique qualities and characteristics.
- We provide activities and experiences for the children which celebrate diversity.
- Our observation, assessment and planning process allow for the service to plan for each child's individual needs.
- We plan opportunities that build on and extend all children's knowledge, experiences, interests, and skills and develop their self-esteem and confidence in their ability to learn.

41.7 Inclusion

All staff members share the responsibility of ensuring that we provide a fully inclusive service for children.

- When starting at Midway all children are appointed a Key Worker who will identify children's individual needs and requirements to, ensure that we are providing a fully inclusive service for each and every child, and make 'reasonable adjustments' where possible in line with the service's Statement of Purpose.
- We take all incidents of discrimination very seriously and aim to challenge overt prejudice and discrimination when it occurs in a way that is sensitive and constructive.
- As a staff team we aim to recognise and examine our own beliefs and prejudices in relation to our own practice.
- We would fully support any child, member of staff or parent who encountered discrimination or harassment in a sensitive and constructive manner.

41.8 Action to be taken in case of discrimination

Any concerns of discrimination should be reported to the manager in the first Instance. The concern may be raised to the Responsible Individual if special conditions exist.

The management team will consider whether discrimination has occurred and agree on appropriate actions and response. The response will be made in writing to the person raising the concern. Actions will be implemented and monitored as appropriate. A report will be produced detailing the incident and recording any actions or outcome, and where appropriate other agencies will be informed.

The Registered Manager is the designated member of staff who will facilitate the day to day running of the policy, ensuring all necessary equipment or measures are taken for children with additional needs to be fully included within the setting.

The Registered Manager will ensure that all staff are kept up to date on current legislation and will pass on all information and training that is accessed by him/her.

They will oversee collecting any information, observations, and advice from outside professionals regarding children with additional needs in our setting.

41.9 Implementation

We welcome other professionals into our setting to work with us and supported children.

41.10 Confidentiality

ALL INFORMATION IS KEPT STRICTLY CONFIDENTIAL AND STORED IN A SECURED PLACE

Monitoring and review

Midway Transitional Solutions reserves the right to regularly review the operation of this policy at any point and as they see fit.