

PURPOSE

1 INTRODUCTION

The Equality, Diversity and Inclusion (EDI) Policy sets out Adullam's stance and standards in ensuring all people, within our services, are treated fairly and without prejudice. It recognises protected characteristics under the Equality Act 2010 and how, as an association, we will challenge and prevent discrimination, offer equal opportunities and help people who may be disadvantaged to overcome barriers.

2 SCOPE

This policy is inclusive of all Adullam employees, SLT, Board, volunteers, contractors, agency workers, students and TRS. Some flexibility will be granted to TRS who may use inappropriate language or who demonstrate prejudice due to past experiences but these will be challenged and support offered to change attitudes and behaviours.

3 DEFINITIONS

N/A

4 ROLE AND RESPONSIBILITIES

This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers.

5 OUR COMMITMENTS

- 5.1 Adullam use the term TRS abbreviation for inclusion of all tenants, residents and service users. This was agreed in consultation with those who live within our services.
- 5.2 Adullam believes in equality of opportunity for all and in challenging inequality and discrimination, particularly in relation to minority and socially excluded groups. We are committed to challenging inequality, discrimination and stigma. Adullam will work, in collaboration, with staff, tenants, residents and service users to ensure barriers are overcome and that we continually improve fair access to services and equal opportunities.
- 5.3 Adullam works to improve the lives of all tenants, residents and service users (TRS). All TRS deserve to feel safe and thrive. Within these parameters, no service user, employee, volunteer or job applicant should receive less favourable treatment because of their gender, race, ethnicity, age, disability, religion, cultural background, sexual orientation, gender identity, marital status or any other criteria.

- 5.4 Adullam recognises that many people in society can sometimes experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.
- 5.5 Discrimination can be direct or indirect (where there is a policy, practice or procedure that applies to everyone but has an effect which particularly disadvantages a particular group and cannot be justified). Where possible policies will be provided in other languages and 'easy read' formats. TRS will be supported to understand their rights and TRS are invited to be consulted on policies to ensure barriers are considered and overcome.
- 5.6 All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Staff, volunteers and service users have a responsibility to abide by this policy to ensure in equal opportunities and prevent discrimination. Staff, volunteers and service users should draw the attention of the relevant line manager to any suspected discriminatory acts or practices or cases of bullying or harassment.
- 5.7 Adullam recognises that some service users may, due to past or present distress, say or do things not otherwise compatible with the Equality, Diversity and Inclusion Policy. We will do all we can to challenge such behaviour and wherever possible we will aim to support people to alter attitudes and behaviour while maintaining support for the distressed client.
- 5.8 The purpose of this policy is to ensure that discrimination will never take place at Adullam on the basis of gender, race, ethnicity, age, disability, religion, belief, cultural background, sexual orientation, gender identity, marital status, pregnancy, paternity/maternity or statutory status as a Looked After Child or Care Leaver.
- 5.9 We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the organisation's performance and to develop an organisational culture that positively values diversity.
- 5.10 Inclusion of Looked After Children. Many looked-after and previously looked-after children have suffered disrupted learning and development, may have experienced trauma and had difficulty forming trusting relationships. The gaps in their learning and, in many cases the emotional impact of their experiences, are likely to have become significant barriers to their progress. They may have had to deal with family breakdown, abuse, neglect or social need. We are committed to providing quality accommodation and support for *all* tenants, residents and service users but recognise Looked After Children (LAC) may face additional barriers. It is nationally recognised that Looked After Children significantly underachieve and are at greater safeguarding risks when compared with their peers. Therefore, we believe we have a duty 'to safeguard Looked After Children, to promote educational opportunities and

to ensure they are able to achieve and reach their full potential'. (Children Act 2004). We are aware that children who are LAC are too often missing out on treatment for mental health problems despite being four times more likely to experience them because they move placement too often. We work hard to ensure children in care are offered specialist services to meet their needs in a consistent environment within a supportive network of peers and adults.

6. IMPLEMENTATION/ACCESS/TRAINING

This policy will be published on Policy Hub and disseminated to all staff via the newsletter. A week of training and information sharing will take place annually (25 September to 1 October) on National Inclusion Week.

During this week an EDI Assessment will be completed of all TRS and protected characteristics. Tailored training and information will be disseminated based on the themed information collated to ensure Adullam is always improving knowledge and support to those within our services.

7. REVIEW /MONITORING AND COMPLIANCE

- 7.1 Adullam will challenge discrimination in its own policies and ensure that all policies comply with equalities legislation. Adullam will work with individuals to overcome barriers for those who are, or feel, disadvantaged. Tenants, residents and service users can make a complaint via the Complaints Policy. Staff can raise a complaint via the Grievance Policy or Whistleblowing.
- 7.2 This policy does not form part of any employee's contract of employment and we may amend it without notice at any time.
- 7.3 This policy will be reviewed every year in line with an EDI assessment of practice. Data of protected characteristics will be collated and feedback will be gathered from TRS to consult in improvement planning in ensuring people in our services feel safe, are represented and treated fairly and in order to continually work towards eliminating discrimination.
- 7.4 The effectiveness of this policy will be monitored by the Association Lead for Ofsted Standards during National Inclusion Week.
- 7.5 This policy may be reviewed at any time at the request of either staff or management but will automatically be reviewed during National Inclusion Week with staff and TRS.

8. REFERENCES AND LINKS TO OTHER DOCUMENTS (for this policy)

- Complaints Policy
- ASB Policy

- Safeguarding Policy
- Disciplinary Policy
- Coproduction Strategy
- Incident Management Policy
- Behaviour Management Policy
- Recruitment and Selection Policy