

Equalities Policy

At **Supporting Humanity** we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including adults/children with additional needs.

To achieve the SH's objective of creating an environment free from discrimination and welcoming to all, the SH will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each adult/child is valued as an individual without racial or gender stereotyping.
- Not discriminate against adults/children on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Help all adults/children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that adults/children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and adults/children in the local community.
- Ensure that the SH's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging adults/children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The SH will not tolerate any form of racial harassment. The SH will challenge racist and discriminatory remarks, attitudes and behaviour from the adults/children at the SH, from staff and from any other adults on SH premises (eg staff/parents/carers/adults/children/volunteers).

Promoting equal opportunities

The SH's Equal Opportunities Named Coordinator (ENCO)Mr Idris Patel.....

The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Adults with additional needs

Our SH recognises that some adults have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each adult in consultation with their carers prior to their attending the SH, and will make reasonable adjustments to ensure that adults can access our services and contribute to our activities and are made to feel welcome.

This policy was adopted by: Supporting Humanity	Date: 28/04/2020
To be reviewed: 28/04/2021	Director/Manager Signature: Mr Idris Patel 

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Adult/child protection [3.7]*.