

Low Farm Therapy Centre Equality and Diversity Policy

Written in October 2015 by Ruth Lo

Reviewed August 2019

To be reviewed September 2020

Low Farm Therapy Centre (hereafter known as the Centre) believes in the unique value of every child and is therefore committed to meeting each child's individual needs. We will do our best to provide equal opportunities for all children and families who come to our setting, as well as promoting equal opportunities in our employment practices.

Our Centre is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

Aims

The Centre's equal opportunities procedures aim to help everyone involved in the Centre to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision, and to ensure that our services strive to achieve equality of opportunity for all.

The Centre aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.

In order to realise the Centre's objective of creating an environment free from discrimination and welcoming to all, the following procedures are in place:

Accessing Therapy Services

Accessing therapy services depends upon a prospective child having identified needs which can be met by the services provided. The Centre must also feel reasonably sure that it will be able to help to develop the prospective child to the best of his or her potential.

We ensure that issues of race, colour, ethnicity, nationality, social background, religion, culture, gender, language, or sexual orientation do not inhibit a child from accessing the Centre's services.

Therapy Content

We have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Centre's activities. We ensure that the activities offered are inclusive of all children.

Therapy materials are carefully selected so as to avoid sexual stereotypes and gender bias. Time, attention and all resources are given equally to boys and girls. All children are encouraged to work and play freely with others of both sexes. As far as possible, opportunities are given for children to work with staff of both sexes.

We help all children to celebrate and express their own cultural and religious identity, and those of others, by providing a wide range of appropriate resources and activities.

We positively reflect the widest possible range of communities in the choice of resources; and avoid stereotypes or derogatory images in the selection of books and other visual materials.

All children are taught to be respectful and accepting of each child's individual needs, and this is fostered through the caring and patient nature of all adults who work with the children within the Centre.

We endeavour to create an environment of mutual respect and tolerance, and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable. We are committed to providing an environment that promotes and fosters the positive use of language. We will not allow derogatory name-calling or abusive language of any kind.

We encourage and support staff to act as positive role models to children, by displaying and promoting tolerant and respectful behaviour, language and attitudes, and we challenge and take action against any discrimination, according to the provision set out in our disciplinary procedures.

Employment and staffing

The legislation makes it unlawful for an employer to discriminate unjustifiably/unreasonably against a person because of their sex, race, disability, religion or belief, sexual orientation, or those who are pregnant or undergoing gender reassignment, in the field of employment. It also places a duty on employers to make reasonable adjustments to prevent any substantial disadvantage which a job applicant or disabled employee may experience in comparison with non-disabled people. These adjustments may include where economic; alterations to the premises, equipment, training, work procedures, etc. Low Farm Therapy Centre is under an obligation to make such adjustments if it has knowledge of an employee's disability, or could reasonably be expected to know of it. It is the Centre's intention to appoint the best person for the job, and to do so legally. Equally it is committed to ensuring that disabled people receive full and proper consideration throughout the whole recruitment process.

The Centre will:

- Consider areas of under-representation within the workforce, and any positive measures which can be adopted to redress this.
- Welcome applications from all people regardless of sex, race, disability, religion or belief and sexual orientation and people who are pregnant or undergoing gender reassignment.
- Monitor all aspects of the recruitment process and workforce statistics in order to identify action required to implement this policy successfully.
- Ensure that disabled employees have equality of opportunity with regard to career development.
- Retain, wherever possible, employees who become disabled in post. Appropriate retraining and rehabilitation will be considered.
- Work closely with the individual and, if required, specialist agencies in implementing the policy.
- Send copies of the relevant job vacancy (in the preferred medium where possible) to all people with disabilities who request these.

Buildings and Grounds

The Centre and grounds are at ground level, and have good wheelchair access. The car park has a disabled parking bay by the front door. There is a disabled toilet.

All the Centre's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.