



Policy Number: OSA03

Equality, Diversity and Inclusion

Quality Standards

Legislation	Details
Regulation 5: The protection standard	Ensure that Young Person have their individual needs met and that staff are familiar with procedures concerning equality, diversity and inclusion, working collaboratively with each other and external organisations to meet and respect these needs.
Regulation 6: The accommodation standard	Ensure that the premises used as supported accommodation promote Young Person's positive self-esteem and sense of belonging within the local community and discourage stigmatisation of Young Person.

Key Principles

Principle	How this applies to Equality, Diversity and Inclusion
I have confidence that the adults who support me understand me, are skilled and work effectively together to best meet my needs	Staff support and understand Young Person by respecting them as individuals, celebrating their differences and encouraging appropriate participation in the local community.
I receive high-quality, tailored support that sustains my health and wellbeing	Respecting a Young Person's identity and cultural heritage is an important part of tailored support and also promotes positive self-esteem.



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This policy should be read in conjunction with our:

- Dignity and Respect Policy
- Anti-Bullying Policy
- Safe Recruitment Policy

Policy Statement

Policy Aims

The aim of this policy is to ensure that Orchard Therapeutic Care Ltd is fully committed to principles and values underlining equality, diversity and inclusion under the Equality Act 2010, promoting equality and diversity as part of recruitment and support provided to Young Person. Orchard Therapeutic Care Ltd will not discriminate (directly or indirectly) against any persons (including staff, potential staff or Young Person) based on a protected characteristic[s] under the Equality Act 2010. This policy should always be referred to wherever differences of view based on a lack of understanding or prejudice about diversity, equality and inclusion are evident. The commitment to equality, diversity and inclusion is included in Orchard Therapeutic Care Ltd's Statement of Purpose and information produced for the Young Person under our care.

The UK is a multicultural society and it is inevitable that young person will come from a variety of different backgrounds. Orchard Therapeutic Care Ltd avoids unequal treatment and recognises that treating people unequally can result in the loss of dignity, respect, self-esteem and ability to make choices.

Orchard Therapeutic Care Ltd does not assume that equality, diversity and inclusion principles and policies apply only to staff. Young person must also respect the ethnicity, culture, religion, gender and any disabilities of staff and not discriminate against them on any of these grounds when expressing their views and preferences.



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Orchard Therapeutic Care Ltd makes clear that it finds unacceptable any form of racist and similar discriminatory behaviour from any source.

The implementation and management of this policy is the responsibility of the Registered Manager.

It is the objective of this policy that there shall be no discrimination towards staff or young person on the grounds of any of the following characteristics, many of which are regarded as 'protected characteristics' listed in Section 4 of the *Equality Act 2010*:

- race or ethnic origin (nationality, heritage, colour)
- religion (creed or belief)
- age
- social class
- political affiliations or beliefs
- disability or impairments
- marital status or parenthood
- gender
- sexual orientation
- employment status
- HIV status
- unrelated criminal convictions
- commitments as a carer or responsibility for dependents.

Procedure for reporting instances of discrimination

If a young person or staff member experiences any form of discrimination based on a characteristic listed above, please contact the Registered Manager on **01865 790047**

The Registered Manager will record, investigate and in some instances escalate the incident to the police (see 'hate crimes' below).

Hate Crimes

Crimes committed against someone because of their disability, transgender identity, race, religion or belief, or sexual orientation are hate crimes and should be reported to the police.

Hate crimes can include:

- Threatening behaviour
- Assault
- Robbery
- Damage to property
- Inciting others to commit hate crimes
- Harassment
- Online abuse.
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Hate crime can also be reported online

Third-party harassment

This occurs when staff is harassed, and the harassment is related to a protected characteristic, by third parties such as young person. Orchard Therapeutic Care Ltd will not tolerate such actions against its staff, and the employee concerned should inform their manager at once that this has occurred. Orchard Therapeutic Care Ltd will fully investigate and take all reasonable steps to ensure such harassment does not happen again.



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Young Persons

Orchard Therapeutic Care Ltd welcomes any young person and does not discriminate in any way towards gender, race or ethnic origin, creed, colour, religion, and disabilities or impairments. Our staff will treat each young person as an individual who has individual needs; this will include special educational needs where appropriate.

Orchard Therapeutic Care Ltd demonstrates its commitment to equality, diversity and inclusion by:

- respecting young peoples' ethnic, cultural and religious practices
- reassuring its young person that their diverse backgrounds enhance the quality of experience of the service
- accepting young personas individuals, not as cases or stereotypes
- involving young person in expressing their individuality and following their preferred lifestyle, also helping them to celebrate events, anniversaries or festivals which are important to them as individuals
- showing positive leadership and having management and human resources practices that actively demonstrate a commitment to equality and diversity principles
- developing an ethos throughout Orchard Therapeutic Care Ltd that reflects these values and principles
- expecting all staff to work to equality and diversity principles and policies and to always behave in non-discriminatory ways
- providing training, supervision and support to enable staff to do this
- having a code of conduct that makes any form of discriminatory behaviour unacceptable; this is applicable to both staff and young person and is rigorously observed and monitored accordingly
- carrying out regular assessments of the impact of our approach to equality, diversity and inclusion on policies, young person and the overall provision of service.
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Orchard Therapeutic Care Ltd is committed to ensuring equal opportunities for all young people. Daily routines and activities are thoughtfully planned to embrace inclusivity, and resources such as books ect reflect diversity and promote equality. The organisation recognises and accommodates customs, festivals, and practices from various religions and ethnic backgrounds.

Staff are trained to uphold an ethos of equality and encourage young people to adopt a non-judgmental approach to life. Catering requirements are carefully considered in menu planning, respecting dietary restrictions based on religion, faith, or culture. Staff training also includes awareness of prohibited foodstuffs linked to cultural or religious practices.

Management regularly reviews practices to identify and eliminate any discriminatory behaviour, ensuring the organisation aligns with its commitment to equality and inclusivity.

Language and Communication

Language and communication are often the most notable barriers to getting information across for those whose first language is not English. Orchard Therapeutic Care Ltd will always therefore endeavour to provide important information to each young person in writing, in a language relevant to them. If necessary, Orchard Therapeutic Care Ltd will involve an interpreter or other language professional to assist with clear communication.

Leisure and community

Young persons are supported by staff to understand what local leisure and other community, linguistic, cultural or religious services are available and support / encourage them to be accessed, where appropriate.

For example, in Wantage young person have access to:



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Leisure

1. **Wantage Leisure Centre:** Offers a variety of sports facilities including a swimming pool, gym, and classes such as yoga and aerobics.
2. **King Alfred's Head Pub:** A popular local pub offering food, drink, and occasional live music.
3. **Betjeman Millennium Park:** A beautiful green space ideal for walking, picnics, and community events.
4. **Ardington House:** A nearby historic estate offering tours, event spaces, and gardens to explore.
5. **Letcombe Regis Lake and Nature Reserve:** A peaceful spot for walking, bird watching, and enjoying nature.

Community

1. **Wantage Civic Hall:** Hosts a range of community events, including markets, theatre productions, and meetings.
2. **The Mix:** A community space offering various workshops, activities, and a café.
3. **Wantage & Grove Street Pastors:** Volunteers who provide a reassuring presence in the community, especially on weekends.
4. **Wantage Scout Group:** Engages youth in community activities, outdoor adventures, and skill-building exercises.
5. **Wantage Food Bank:** Provides food and support to those in need within the local community.

Linguistic

1. **Wantage Library:** Provides access to books, language learning resources, and literacy programs.
2. **Language Schools and Tutors:** Private tutors and small language schools offer lessons in languages such as French, Spanish, and Mandarin.
3. **Conversation Clubs:** Informal groups that meet at community centers or cafes to practice speaking different languages.



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Cultural

1. **Vale & Downland Museum:** Showcases the history of Wantage and the surrounding area through exhibitions and events.
2. **Wantage Literary Festival:** An annual event that celebrates literature with talks, workshops, and readings.
3. **King Alfred's Academy Arts Centre:** Offers cultural events such as theatre productions, music performances, and art exhibitions.
4. **Local Art Galleries:** Small galleries showcasing works by local artists, including exhibitions and art sales.
5. **Historical Walks and Tours:** Guided tours highlighting the historical landmarks and stories of Wantage.

Religious Services

1. **St. Peter and St. Paul's Church:** An Anglican church offering regular services, community events, and support groups.
2. **Wantage Baptist Church:** Provides religious services, community gatherings, and youth activities.
3. **Wantage Methodist Church:** Hosts worship services, social events, and various community outreach programs.
4. **Wantage Mosque:** The local mosque offers regular prayer services, religious education, and community events for Muslims in the area.
5. **Muslim Community Groups:** Informal community groups and gatherings that offer support, social activities, and religious discussions for Muslims in Wantage.

Educational

1. **Local Schools and Colleges:** Primary and secondary schools such as King Alfred's Academy providing education to local Young Person.
2. **Adult Education Classes:** Courses available through local community colleges and centers, offering skills development and vocational training.



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3. **Qur'an and Arabic Classes:** Classes offered at the mosque or community centers for Young Person and adults to learn Qur'anic recitation and Arabic language.

Halal Food

1. **Halal Butcher Shops and Grocery Stores:** Local shops that provide halal meat and other Islamic dietary requirements. If not directly in Wantage, nearby larger towns may have these facilities.
2. **Halal Restaurants and Food Outlets:** While specific halal restaurants might be limited in Wantage, some restaurants may offer halal options, and nearby towns often have more extensive options.
3. **Halal Catering Services:** Businesses that provide halal food catering for events and gathering

Placement planning

As part of the placement planning process, the registered manager and accommodating authority will have regard to the Equality Act 2010 and jointly endeavour to ensure the cultural heritage of a young person is respected and that no young person is unfairly treated or stigmatised.

Employees (Staff)

Orchard Therapeutic Care Ltd is an Equal Opportunities Employer, dedicated to utilising the talents and resources of all employees to their fullest potential. We are committed to implementing and monitoring a comprehensive Equal Opportunities Policy to eliminate workplace discrimination and foster genuine equality.

Employees with disabilities will only be excluded from roles where job duties are impossible or inherently hazardous to perform, in full compliance with the Equality Act 2010.



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Recruitment and Selection

Orchard Therapeutic Care Ltd is committed to ensuring a fair and non-discriminatory recruitment and selection process.

- Recruitment and promotion decisions are based solely on merit, within the framework of this policy.
- Job descriptions and person specifications are reviewed to align with equal opportunities objectives.
- Advertising is conducted inclusively to reach diverse applicant pools.
- All applicants are treated equitably and assessed on their ability to perform the role.
- Selection criteria are periodically reviewed to ensure relevance and legality.
- Where possible, shortlisting and interviewing are conducted by more than one individual.
- Interview questions are strictly related to job requirements and free from discrimination.
- Assistance is provided for completing applications unless independent completion is essential to the role.
- Selection decisions remain unaffected by biases or prejudices.

Employees who believe they have been unfairly treated may raise concerns through the documented Grievance Procedure. No employee will be denied a reference based on a protected characteristic during or after their employment.



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Education and Training

Education and training underpin Orchard Therapeutic Care Ltd's commitment to equality. All employees receive this policy, alongside related policies, during induction. Diversity training is provided, tailored to the needs of the service population.

Training incorporates:

- Respect for individual beliefs and identity
- Anti-discriminatory practices
- Support for individual rights and choices
- Effective communication
- Confidentiality and empathy

Providing equal treatment is embedded as a core organisational value. Any conduct breaching this policy will result in disciplinary action, including possible dismissal.

Monitoring and Review

The Director will check this policy is working properly and they will review it at least once a year. We will make improvements to the policy wherever we can.

Employees are invited to suggest any ways the policy can be improved.

This policy does not form part of any employee's contract of employment, and it may be amended at any time.

After reading this Policy, you should be able to:

- Understand what Equality, Diversity and Inclusion is and how the Equality, Diversity and Inclusion policy operates.



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- Understand how Equality, Diversity and Inclusion operates at Orchard Therapeutic Care Ltd and have an awareness of the actions we take in preventing, identifying and reporting concerns.
- Understand the role you play in Equality, Diversity and Inclusion.

If you have not understood any of these points, please ask your Line Manager or trainer for further help.

Policy Review

A Director will review this policy at least once a year to make any updates needed.

Authorisation and Signature

This Policy is the authorised version agreed upon by the CEO of Orchard Therapeutic Care Ltd. All employees are expected to follow this policy and failure to do so could result in disciplinary action.

Ludivine Parmentier
Chief Executive Officer