

Everstead Care Group

EQUALITY, DIVERSITY AND INCLUSION POLICY

Policy Title	EQUALITY, DIVERSITY AND INCLUSION POLICY
Organisation	Everstead Care Group Limited
Version	1.0
Date Issued	June 2026
Review Date	June 2027
Approved By	Responsible Individual / Registered Manager / Director
Applies To	All Staff, Young People, Visitors

1. Statement of Commitment

Everstead Care Group Limited is committed to promoting equality, celebrating diversity, and fostering an inclusive environment for every child in our care, all staff, and everyone who visits or interacts with our organisation. We recognise that discrimination and inequality have a damaging impact on individuals and communities, and we actively work to prevent and challenge them.

2. Legal Framework

This policy is underpinned by:

- The Equality Act 2010 and its nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- The Human Rights Act 1998.
- The Care Planning, Placement and Case Review Regulations 2010.
- The Children's Homes (England) Regulations 2015.
- Children's Homes Quality Standards 2015.

3. Our Approach to Equality and Diversity

We will:

- Treat every child, staff member, and visitor with dignity and respect regardless of their background, identity, or characteristics.
- Actively promote each child's cultural, racial, religious, linguistic, and gender identity.
- Challenge and address discrimination, bullying, or prejudice of any kind.
- Ensure our care and practices are culturally competent and sensitive.
- Recruit staff from diverse backgrounds and actively challenge any discrimination in employment.

- Ensure the home environment reflects the diversity of the children we care for.

4. Promoting Children's Identity

Every child in our care has a unique identity. We support children to:

- Explore and celebrate their cultural and ethnic heritage.
- Maintain their religious and spiritual practices.
- Express their gender identity and sexual orientation without discrimination.
- Maintain connections to their community, language, and culture.
- Be supported by staff who have an understanding of their specific cultural needs.

5. Anti-Discriminatory Practice

All forms of discrimination — direct, indirect, harassment, or victimisation — are unacceptable. Staff are expected to:

- Challenge discriminatory language or behaviour by children, colleagues, or visitors.
- Report discrimination through the appropriate channels.
- Receive and reflect on training on equality and diversity.
- Apply equality principles in all decisions relating to children's care.

6. Accessibility

Everstead Care Group Limited will ensure that information and services are accessible to all, including:

- Providing information in alternative formats or languages where required.
- Making reasonable adjustments for children or staff with disabilities.

7. Monitoring

We monitor the equality characteristics of children in our care and our staff, and use this data to identify and address any disparities. Equality monitoring is included in the Regulation 45 Quality of Care Review.

8. Review

This policy is reviewed annually or following any equality-related incident.