

Appleford Ltd - Daneswood

STATUS: POLICY

SUBJECT: EQUALITY & DIVERSITY

Statement of Intent

Daneswood is committed to providing equality and opportunity and anti-discriminatory practice for all individuals within the service and families.

Aim

- We aim to:
- Provide a secure environment in which all our individuals can flourish and in which all contributions are valid;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity; and
- Make inclusion a thread which runs through all our activities in the home and the wider community.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- The Disability Discrimination Act 1995
- The Human Rights Act 1998
- The Disabled Persons Acts (Employment 1944 & Services, Consultation and Representation 1986)
- The Chronically Sick and Disabled Persons Act 1970; and
- The Care Standards Act 2000.

Methods

We will use the following methods to achieve our aims:

Admissions

- See our separate policy.
- We advertise our service widely.

- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We can provide information in a different language if required.
- We follow Care Standard Legislation to operate our admissions policy.
- We base our admissions policy on fair systems and within the framework of our Statement of Purpose.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions from the date of this policy will include a statement which specifically requires a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.
- Training
- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all individuals to flourish.
- We review our practices regularly to ensure that we are fully implementing our policy for equality and diversity.

Activities

The home's ethos and activities encourage individuals to develop positive attitudes to people who are different from themselves. We will work to encourage individuals to empathise with others.

We do this by:

- Making individuals feel valued and good about themselves;
- Ensuring that individuals have equality of access to services;
- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes of derogatory images in the selection of materials;
- Celebrating a wide range of festivals;
- Creating an environment of mutual respect and tolerance;
- Helping individuals to understand that discriminatory behaviour and remarks are unacceptable; and
- Ensuring that the activities offered are inclusive of all needs.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage individuals to contribute to the running of the home.

- We encourage parents/carers to take part in the life of the home and to contribute fully.
- For parents/individuals who have a first language other than English, we value the contribution their culture and language offer.

Food

- We work in partnership with parents & allied professionals to ensure that the medical, cultural and dietary needs of individuals are met.
- We help individuals to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all individuals and families can contribute their views and talents to the life of the home.
- Information about meetings is communicated in both written and verbal forms to ensure that all parents have information about access to the meetings.

Jerry Brown

December 2009

Review Dates