

Equality & Diversity Policy

Policy Statement

The concept of Equal Opportunities is addressed from the standpoint of the young people and staff members within Liberty Supported Living Limited.

1. The Young People / Young Persons

Liberty Supported Living Limited 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.

Liberty supported living ensures that young people in their care feel safe and settled where they live by ensuring that:

- 1.1** Each young person is not subject to discrimination, marginalisation or bullying from their peers by virtue of their age, religion or belief, race, disability, ethnicity, cultural and linguistic background, nationality, sex, gender reassignment, gender identity, sexual orientation, marriage or civil partnership, pregnancy and maternity, mental or physical health, or for any other reason.
- 1.2** Each young person is provided with support to communicate their views, wishes and feelings and participate as fully as possible in all aspects of the service and their support package. This may include the use of and support to use communication aids, equipment and/or any necessary language support.
- 1.3** The Home's activities and daily routines are designed to discourage the stereotyped image. Management practices are constantly reviewed in order to challenge and eliminate discriminatory practices relating to issues listed above.
- 1.4** The Home's activities and daily routines are planned to ensure equal opportunities for all young people. Resources such as books etc address equal opportunities and management recognize and accommodate customs, festivals, and practices from different religions and ethnic backgrounds. Staff promote an ethos of equality and encourage each young person to develop a non-judgmental approach to life.
- 1.5** Liberty Supported Living Limited recognizes and respects special catering requirements with respect to planning menus, and staff training includes an awareness of those foodstuffs that may be prohibited by religion, faith, or culture

2. Employees (Staff):

2.1. Liberty Supported Living Limited is an Equal Opportunities Employer, committed to ensuring that the talents and resources of all our employees are utilized to the full. As such, the Home is committed to adopting, implementing, and monitoring a Policy of Equal Opportunities for all employees to ensure a total absence of discrimination in the workplace and that equal opportunities do genuinely exist. The Organisation aims to provide a service to our young people, and employment conditions for our staff, which are relevant, responsive, sensitive, and compliant with the Equality Act 2010.

2.2. Implementation and management of this Policy is the responsibility of the Home Manager. It is the objective of this Policy that there shall be no discrimination towards employees on the grounds of any of the following characteristics, many of which are regarded as 'protective characteristics' listed in Section 4 of the Equality Act 2010:

- Race or ethnic
origin Nationality
- Heritage
- Creed, religion, or
belief Age
- Social
class
Colour
- Political affiliations or beliefs
Disability or impairment
- Marital status parenthood sexual
gender sexual orientation
- Employment
status HIV
status
- Unrelated criminal convictions
- Commitments as a carer or responsibility for dependent

2.3. In this respect, employees with disabilities will only be prohibited from positions where the job duties involve activities that would make it impossible or inherently hazardous to perform. This will be achieved in full compliance with the Equality Act 2010.

2.4. The Equality Act 2010 protects employee applicants prior to employment, during, and after employment has ceased. Therefore, in regards to the employee recruitment and selection process, employment application forms do not include questions concerning race or ethnic origin, creed, color, religion, political affiliation, parenthood, or sexual orientation, to eliminate possibilities of discrimination or prejudice prior to the interview. Thereafter, employee selection criteria will proceed purely according to the merits and abilities of the candidate to perform the tasks and duties listed in the relevant Job Description. Employee recruitment and selection procedures are regularly reviewed to ensure that the elements of this Policy are maintained.

2.5. The Home provides for any employee who believes that he or she has been treated unfairly within the scope of this Policy to address the matter through a documented and established Grievance Procedure.

2.6. No employee of the Home will be withheld a reference on the basis of their race/ethnic origin, creed, color, religion, political affiliation, parenthood / sexual orientation or any other characteristic protected by the Equality Act 2010 either during or after employment with the Home has ceased.

After reading this Policy, you should be able to:

- Understand what Equality & Diversity Policy is and how the Equality & Diversity Policy policy operates.
- Understand how Equality & Diversity Policy operates at Liberty Supported Living Limited and have an awareness of the actions we take in preventing, identifying and reporting concerns;
- Understand the role you play in Equality & Diversity Policy.

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.

Authorization and Signature

This Policy is the authorized version agreed by the Directors of Liberty Supported Living Limited.

All employees are expected to follow this policy and failure to do so could result in disciplinary action.



Director's Signature
Fred Mushaninga