

Equality and Inclusion Policy

Wirral Health project CIC will promote equality of opportunity for service users and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of disability, gender, race, age, religion or belief, and sexual orientation. Equality and diversity are integral to the WHP priorities and objectives. We will support inter-faith and inter-cultural understanding and engage all persons in playing a full and active role in wider engagement with society.

Aims and Objectives

Since the Equality Act 2010 came into effect in April 2011 there is no longer a requirement for learning environments, alternative provisions and schools to draw up and publish equality schemes or policies. However, we believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, inclusion and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. We believe that equality at WHP should permeate all aspects of our service and is the responsibility of every member of WHP and wider community. Every member of the WHP community should feel safe, secure, valued and of equal worth. We are committed to promoting equality of opportunity and respect for the diversity of everyone: in relation to the services we provide, our employment practices and arrangements we enter into with our partners.

We can promote equality and diversity by:

- Treating all staff, service users and students fairly creating an inclusive culture for all staff, service users and students.
- Ensuring equal access to opportunities to enable service users to fully participate in the learning, social and programme process
- Equipping staff and persons with the skills to challenge inequality and discrimination in their work/study/social and project environment
- Making certain that any learning / project / fitness materials do not discriminate against any individuals or groups
- Ensuring sure policies, procedures and processes don't discriminate

Monitoring and Review

We make regular assessments of WHP users learning, engagement and use this information to track service users progress. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups are making the best possible progress. We use this information to adjust future coaching, mentoring and learning plans, as necessary. Resources are made available to support groups where the information suggests that progress is not as good as it should be. Our monitoring activities enable us to identify differences in student performance and to take appropriate action to meet the needs of specific groups. Promoting Equality through our service.

Engagement and learning

We aim to provide all our service users with the opportunity to succeed. To do this we will:

- Use materials that reflect a range of cultural backgrounds, without stereotyping
- Promote attitudes and values that challenge discriminatory behaviour

- Provide opportunities for service users to appreciate their own culture and religious belief and celebrate the diversity of other cultures
- Provide a range of educational and informative activities and community supportive activities that involve all groups
- Take account of the performance of all service users when planning for future learning, activities and setting challenging targets
- Identify resources that support staff development

WHP Ethos

We foster an inclusive and compassionate environment.

- All those involved in the leadership of WHP have a responsibility to actively demonstrate and to encourage in others, mutual respect
- There should be a welcoming atmosphere in our projects and people are encouraged to greet visitors with friendliness and respect
- Support the involvement of young people in the planning of projects and work which will benefit them
- Give a voice to those who may feel marginalised, excluded or not valued
- The spiritual need of all the service users is catered for through planning of projects

Resources

The provision of good quality resources and materials is a high priority. These resources should:

- Reflect 'the reality of an ethnically, culturally and sexually diverse society'
- Reflect a variety of viewpoints show positive images of males and females in society including people with disabilities
- Reflect non-stereotypical images of all groups in a global context o Include material to raise awareness of equal opportunities issues
- Be equally accessible to all members of WHP community consistent with health and safety
- Not include explicitly and implicitly racist, sexist, homophobic or ageist materials

Recruitment

When carrying out recruitment activities, Wirral Health Project CIC will:

- Promote best practice in recruitment and selection practices
- Promote equality in pay and other terms and conditions of employment
- Promote equality in training and development opportunities
- Treat all employees with dignity and respect
- Create a working environment that encourages an understanding and appreciation of the needs of others and deals with oppressive behaviour, harassment or bullying
- Consult with employees regarding flexible working and promote arrangements where this can be balanced with the needs of the school
- Seek to make reasonable adjustments for employees with a disability
- Listen and learn from our employees
- Make clear the action an employee may take if he/she feels unfairly treated
- Provide training for employees to actively put the equality and diversity policy into practice.

Addressing Prejudice Related Incidents

We recognise that hate incidents or prejudice- based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. We:

- Will take action to prevent, challenge and eliminate any such behaviour
- Will record all hate and prejudice related incidents and invoke recognised support systems for victims and their families and appropriate responses and actions for perpetrators and their families.
- Expect students and staff alike to take an active stand against all forms of discrimination and to always report it to a member of staff, or Designated Safeguarding Lead.

Responsibility

All Staff are responsible for:

- Initially dealing with and then reporting incidents of discrimination to the DSL.
- Not discriminating on grounds of race, disability or other protected characteristics.
- Maintaining relevant knowledge of equalities legislation by attending training organised by WHP, or recognised training provider.

WHP will ensure that the commitments embodied in our policy statement for equality permeates the full range of our policies and practices. We will also ensure that the whole WHP community is aware of the Equality Policy and our equality objectives and information by publishing them, through group meetings, staff meetings and new staff induction.

Inclusion for services delivered

In order for us to provide a rounded, supportive and compassionate community service, we promote full inclusivity on our projects. We will apply appropriate and supportive measures to ensure everyone has an equal opportunity to attend our projects. Where we cannot meet the needs of an we will work closely with the individual and family (team around the individual) to signpost to a service which will support the person.

Policy Review

This policy will be reviewed annually, or where there are changes to legislation and/or best practice.

Reviewed by: Adam McCreevy

Last reviewed 02/09/2025

Next review due: 02/09/2026