



Equality and Diversity for Young People Policy

Introduction

Ohana Homes is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. Ohana Homes aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

Principles

1. We encourage young people to develop respect for themselves and for others
2. We deliver services that recognise and build on the strengths of young people from all cultures, religions, gender, age, sexual orientation, ability, and backgrounds; in ways that meet their needs and help them to achieve their full potential.
3. Every effort is made to ensure that homes are welcoming to all young people and others significant in their care and wellbeing. In addition to this, resources used to develop work with the young people are chosen for their suitability and anti-oppressive nature.
4. Young people are offered opportunities to try out new experiences, which are not restricted by traditional gender options.
5. Staff are expected to challenge attitudes, behaviour and language that are non-inclusive and discriminatory, in a positive way.
6. Managers are expected to monitor the range of young people placed within the home in terms of ethnicity, gender, and disability. This is to ensure the service provision is reaching all and not creating barriers to certain groups.

Inclusion for Young People

1. All young people are given the opportunity to be cared for and educated. Where possible this is alongside their peers in order to develop their full potential.
2. Young people are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination.
3. Home's managers are expected to identify local community resources that contribute to meeting the needs of individuals- these are highlighted and promoted and where they do not meet required needs alternatives are sought and suitably identified regardless of geographical location, for example hairdressers who specialise in braiding or cutting African Caribbean hair.
4. Young people are cared for by staff who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities.
5. Managers ensure that assessments of the young person and the family's specific needs is carried out with an aim to support and develop their full potential.
6. Managers are expected to examine ways in which diversity can be valued and activities adapted to meet the individual young person's needs including food preparation and menu choices.
7. Staff are expected to acknowledge the importance of maintaining a link with the young person's home and family in meeting the individual's need (where safe to do so).
8. Staff are expected to offer appropriate support to aid inclusion and ensure that the young people can fully participate in the home's activities. If necessary, seek additional support in order to do this.
9. Additional support is offered to staff and/or young people who are finding difficulty in understanding diverse or complex situations.