

Policy 3

Equality and Diversity Policy 2025/2026

3.1 Equal Opportunities Policy

3.1.1 Equal opportunities does not mean treating everybody the same – it means recognising people's differences and adapting the way we work to ensure that everyone is provided with a fair and equal chance. Reach is committed to equality and diversity in relation to its workforce, clients, delivery and anti-discriminatory practice.

Reach delivers this by:

- Ensuring that all members of staff are treated fairly in an environment that is free from discrimination and where possible, opportunities are promoted to support those in challenging circumstances
- Ensuring that the characteristics outlined by the Equality Act 2010 are assessed and action is implemented to challenge behaviour and support developments and promote opportunities where issues are more challenging
- Providing direction through supervision and support to enable staff to deliver a high-quality service in relation to young people's needs, identifying and promoting difference and delivering in relation to this
- Providing direction through supervision and support to enable staff to focus delivery to redress inequality and promote opportunities to those who otherwise would lose out

3.2 Anti-Discriminatory Practice Policy

3.2.1 Reach will ensure that no client receives less favourable treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

All those who use our services will be given equality of opportunity.

3.2.2 Reach workers are expected to make service users aware of their rights and obligations regarding equal opportunities. This may sometimes mean that staff are required to act as advocates on a service user's behalf. It can also mean that staff are required to point out unacceptable behaviour on the part of service users if some aspect of their behaviour is affecting the rights and opportunities of others.

3.2.3 Reach will work actively with staff members and service users to promote and encourage a positive attitude towards difference. Individuals will be encouraged to extend their awareness of social and cultural settings beyond their immediate experience.

3.2.4 The organisation will take all reasonable steps to ensure that work environments and service delivery settings celebrate and value differences in identities, cultures, religions, beliefs, abilities and that social settings are welcoming, non-threatening and stimulating places to be, places where individuals are valued because of their differences and not in spite of them.

3.2.5 Reach aims to empower its staff to recognise and to challenge any discriminatory or oppressive language and behaviour, to highlight and respond to instances where any individual has been subject to injustice, and to be pro-active in presenting positive images of the diversity of people that make up our society.

3.3 Young People and Diversity

3.3.1 Students who attend Reach come from an array of different backgrounds, races and religions. To mitigate potential challenges associated with this Reach will implement a series of approaches.

3.3.2 Prior to sessions beginning Reach will attempt to discover as much about the needs and the background of the young person as possible. This will include talking to parents/carers, other family

members and other third parties when necessary to ensure Reach is best informed with regards to shaping a holistic approach to working with the young person

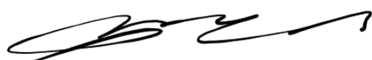
3.3.3 If English is not their first language. Reach will mitigate potential challenges of this by employing the following steps;

- Consultation with school and parents/carers to better understand the needs of the young person
- Seek expert advice when necessary
- Use translation apps such as Google translate or any other that the young person prefers to help break any initial barriers there may be

Any further questions regarding guidelines in this policy then please contact one of the leadership team.

To ensure the effectiveness of this document our 'Equality and Diversity' policy will be reviewed annually.

Signed:



Date: 02/09/2025

Dan Palmer

Founder / Director