Equality and Diversity Policy

Introduction

Stepping Stones Care is dedicated to being an Equal Opportunities Employer. We are committed to anti-discriminatory practice and ensuring that everyone that comes into contact with SSC is treated as an individual, and preferences are treated with respect. This includes the recruitment, training and development of Employees, any and all contact with Young People, their families and their professional contacts. As a Company we want to pro-actively tackle and eliminate discrimination.

At SSC, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and to all our Young People, their families and their professional contacts.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for SSC too. We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

It is the objective of this Policy that there shall be no discrimination towards any Young Person, family member, professional, Employee, contractor or supplier for any reason of age, race or ethnic origin, creed, colour, religion, political affiliation, disability or impairments, marital status, parenthood, sexual gender or sexual orientation.

Information on Equality and Diversity is readily available within the Children's Homes for all Young People to raise their awareness of the different beliefs and cultures of others. Information is also be available on the Company Website.

The Legal Framework for this Policy

- → DFE Quality Standards (2015)
- → Equality Act 2010
- → Children Act 1989 (amended 2013)
- → Gender Recognition Act 2004
- → Government Equalities Office – LGBT Action Plan
- → Human Rights Act 1998
- → Employment Rights Act 1996