



THE
HOUSE PROJECT
Lancashire

Equality Policy





Title	
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Related Procedures	Lancashire's House Project Safeguarding and Missing Procedure. LCC Equality and Cohesion Guide (Intranet)
Relevant Guidance	Supported Accommodation (England) Regulations 2023 Equality Act 2010

Section	Content
1	Equality and Diversity for Young People
2	Inclusion for Young People
3	Equality in Employment

1. Equality and Diversity for Young People

This procedure summarises Lancashire's House Project's commitment to provide inclusive and equal services to a diverse range of young people, and to promote equality and diversity as part of recruitment and employment practices. Lancashire's House Project will not discriminate (directly or indirectly) against any persons (including LHP Practitioners, potential LHP Practitioners or young people) on the basis of a protected characteristic under the [Equality Act 2010](#):

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

Lancashire County Council also considers the impact of care experience when reviewing relevant strategies and/or policies alongside protected characteristics.

Crimes committed against someone because of their disability, transgender-identity, race, religion or belief, or sexual orientation are hate crimes and should be reported to the Registered Service Manager and police.

Hate crimes can include:

- Threatening behaviour;
- Assault;
- Robbery;
- Damage to property;
- Inciting others to commit hate crimes;
- Harassment;
- Online abuse.

You can [report hate crime online](#).

In addition:

- a. Lancashire's House Project encourages young people to develop respect for themselves and for others;
- b. Lancashire's House Project delivers 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;
- c. Every effort is made to ensure that Lancashire's House Project is welcoming to all young people and others significant in their care and wellbeing; this effort is reflected in the communication of Lancashire's House Project, including: posters, information boards, displays and leaflets. In addition to this, resources used to develop work with young people are chosen for their suitability and anti-oppressive nature;
- d. Young People are offered opportunities to try out new experiences, which are not restricted by traditional gender options;
- e. LHP Practitioners are expected to challenge attitudes, behaviour and language that are non-inclusive and discriminatory, in a positive way;
- f. The LHP Lead and Registered Service Manager are expected to monitor the range of young people in Lancashire's House Project in terms of ethnicity, gender and abilities. This is to ensure the service provision is reaching all and not creating barriers to certain groups.

Young People are protected, and helped to keep themselves safe, from bullying, homophobic behaviour, racism, sexism, radicalisation and other forms of discrimination. Any discriminatory

behaviours (direct or indirect) are challenged and help and support are given to young people about how to treat others with respect.

2. Inclusion for Young People

- a. All young people are given the opportunity to build positive relationships with professionals, be supported, to develop interdependence skills and to access education, training or employment. Where possible this is alongside their peers in order to develop their full potential;
- b. Young people are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination;
- c. The LHP Lead is 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;
- d. Young people are supported by LHP Practitioners who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities;
- e. The LHP Lead ensures that assessments of the young person's and their family's specific needs is carried out with an aim to support and develop their full potential;
- f. The LHP Lead is expected to examine ways in which diversity can be valued and activities adapted to meet the individual young people's needs including food preparation and menu choices;
- g. LHP Practitioners are expected to acknowledge the importance of maintaining a link between the young person's family/friends and Lancashire's House Project in meeting the individual's need;
- h. LHP Practitioners are expected to offer appropriate support to aid inclusion and ensure that the young people can fully participate in Lancashire's House Project's activities. If necessary seek additional support in order to do this;
- i. Additional support is offered to LHP Practitioners and/or young people who are finding difficulty in understanding diverse or complex situations.

3. Equality in Employment

Lancashire's House Project will ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual

orientation or disability. This will be communicated to all private contractors reminding them of their responsibilities towards equality of opportunity. Lancashire's House Project will maintain a neutral working environment in which no worker feels under threat or intimidated.

3.1 Recruitment and Selection

The recruitment and selection process is crucially important to equal opportunities. Lancashire's House Project will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or subconsciously, in making these decisions;

Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this procedure;

Job descriptions, where used, will be revised to ensure that they are in line with these equal opportunities objectives. Job requirements will be reflected accurately in any person specifications;

Lancashire's House Project will adopt a consistent, non-discriminatory approach to the advertising of the vacancies;

Lancashire's House Project will not confine recruitment to areas or media sources, which provide only, or mainly, applicants of a particular group;

All applicants who apply for jobs will receive fair treatment and will be considered solely on their ability to do the job;

All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate;

More than one person will carry out short listing and interviewing where possible;

Interview questions will be related to the requirements of the job and will not be of any discriminatory nature;

Lancashire's House Project will not disqualify any applicant because they are unable to complete an application unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job;

Selection decisions will not be influenced by any perceived prejudices of other practitioners.

3.2 Disability Discrimination

Lancashire's House Project believe in providing a welcoming, comfortable and accessible environment that is safe and easy to use for young people, parents, relatives, LHP Practitioners, visitors and other users of the premises. Lancashire's House Project will endeavour to achieve equality of opportunity for all to ensure equal access to its facilities. Where possible, Lancashire's House Project will avoid physical features that make it difficult for people with a disability and make reasonable adjustments to improve the environment.