Childhood Matters

CONSULTING LTD

Equality & Diversity Policy

Date of last review:	September 2026	**Review period:**	3 years
Date of next review:	September 2029	**Owner:**	The Managing Director
Version:	V2.0	**Approval:**	The Directors

1. Policy Statement

Childhood Matters Consulting Ltd is committed to promoting equality, diversity, inclusion and belonging across all aspects of our work. We believe that every individual should be treated with dignity, respect and fairness and have equitable access to opportunities, support and services.

We actively seek to create inclusive environments where children, young people, families, staff, associates, clients and partners feel valued, heard and able to participate fully.

This policy applies to all employees, associates, contractors and anyone acting on behalf of Childhood Matters Consulting Ltd.

2. Legal Framework

This policy is underpinned by the Equality Act 2010 and relevant safeguarding, SEND and employment legislation.

We are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Promoting equality of opportunity
- Fostering positive relationships and respect for diversity
- Making reasonable adjustments where required
- Removing barriers to participation and inclusion

3. Protected Characteristics

We will not discriminate against any individual on the basis of a protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, nationality or cultural background
- Religion or belief
- Sex
- Sexual orientation

4. Inclusive Practice

Across our educational consultancy, alternative provision, neurodevelopmental assessment, family support, advocacy, training and supervision services, we will:

- Promote equitable access to services and opportunities
- Recognise and value diversity
- Respect individual identities, experiences and perspectives
- Support participation and engagement for all
- Make reasonable adjustments where appropriate
- Adopt inclusive, trauma-informed and strengths-based approaches
- Recognise and celebrate neurodiversity and individual differences

5. Recruitment and Employment

We are committed to fair, transparent and inclusive recruitment and employment practices. We will:

- Recruit on the basis of skills, experience and suitability
- Ensure recruitment and selection processes are free from discrimination
- Provide equal access to training, development and progression opportunities
- Apply safer recruitment procedures where roles involve work with children/young people
- Promote a respectful and inclusive working culture

6. Safeguarding, Wellbeing and Respect

We recognise that discrimination, prejudice and exclusion can have a significant impact on wellbeing, participation and outcomes. We are committed to:

- Creating safe, respectful and inclusive environments
- Challenging discriminatory language, behaviour and attitudes
- Responding promptly to concerns or incidents
- Recording and addressing incidents appropriately
- Working collaboratively with families, schools, commissioners and partner agencies

Where concerns present a safeguarding risk, they will be managed in accordance with the organisation's Safeguarding Policy and relevant statutory guidance.

7. Reporting Concerns

Any concerns relating to discrimination, harassment, victimisation or unfair treatment should be reported to a Director. Concerns will be:

- Taken seriously
- Considered fairly and sensitively
- Investigated proportionately
- Addressed through appropriate organisational procedures

No individual will suffer detriment for raising a concern in good faith. Knowingly false or malicious allegations may be managed through appropriate procedures.

8. Responsibilities

The Directors are responsible for ensuring that this policy is implemented, monitored and reviewed.

All staff, associates and representatives of Childhood Matters Consulting Ltd are responsible for:

- Upholding the principles of equality, diversity and inclusion
- Treating others with dignity and respect
- Promoting inclusive practice
- Challenging discriminatory behaviour appropriately
- Reporting concerns in line with organisational procedures

9. Monitoring and Review

The effectiveness of this policy will be monitored through:

- Feedback from service users, families, staff and partners
- Review of incidents, complaints and concerns
- Ongoing evaluation of organisational practice

This policy will be reviewed every three years, or sooner where required by changes in legislation, guidance or organisational practice.