Equality, Diversity and Inclusion policy for Participants

Our Commitment

Endeavour is committed to promoting equality, celebrating diversity and creating inclusive, welcoming and supportive environments where everyone feels safe, respected, valued and able to participate.

We recognise that every child, young person and family is unique, with individual experiences, identities, strengths and needs. We are committed to ensuring that everyone accessing our services is treated fairly, with dignity and respect, and has meaningful opportunities to participate, develop and achieve their potential.

This commitment applies across all Endeavour's provision, including Alternative Provision, After School Club, Short Breaks, Youth Work and other activities delivered both on and off site.

Equality and Fair Treatment

Endeavour does not tolerate unlawful discrimination, harassment, victimisation or bullying. We are committed to the principles of the Equality Act 2010 and recognise the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, where applicable.

We recognise that equality does not always mean treating everyone in exactly the same way. Children, young people and families may require different levels of support, reasonable adjustments or adapted approaches to ensure they can access and benefit from our services.

Inclusive and Individualised Support

Our approach is rooted in positive relationships, trauma-informed practice, nurture and an understanding of individual needs. We recognise that children's development, experiences and circumstances can influence how they communicate, learn, interact and participate.

We aim to:

- Provide welcoming, safe and inclusive environments where differences are recognised, respected and celebrated.
- Identify and reduce barriers to participation, including those relating to disability, special educational needs, communication, language, culture, financial circumstances or previous experiences.
- Make reasonable adjustments and adapt activities, environments and support wherever appropriate to meet individual needs.
- Listen to children and young people, value their views and involve them in decisions affecting their experiences and support.
- Work collaboratively with parents, carers, schools, professionals and partner organisations to understand individual needs and promote positive outcomes.
- Challenge discriminatory language, attitudes and behaviour, responding appropriately and in line with our safeguarding and behaviour approaches.
- Promote positive relationships, mutual respect, understanding and a sense of belonging.

Accessibility and Participation

We recognise that some children, young people and families may experience additional barriers to accessing services. We are committed to considering these barriers at the earliest opportunity and working with individuals and those supporting them to identify appropriate arrangements.

We aim to make our activities, communication and environments as accessible as reasonably possible, while considering individual needs, safeguarding responsibilities and the safe delivery of our services.

Our Shared Responsibility

Everyone involved in Endeavour's activities has a role in creating an inclusive and respectful environment. We expect staff, volunteers, participants, families and visitors to treat others with dignity and respect.

Concerns about discrimination, exclusion, bullying or unfair treatment will be taken seriously and addressed sensitively and appropriately through Endeavour's relevant safeguarding, complaints and organisational procedures.

Our Ongoing Commitment

Endeavour is committed to listening, learning and continually improving our practice. We will consider feedback from children, young people, families, staff and partners to help ensure our services remain welcoming, inclusive, responsive and accessible to the communities we support.

Signature:

Date: 29.10.2026

Position: CEO

Review: September 2027