



Equality, Diversity, and Inclusion Policy

Approved by: Wayne Grey	Date: 01/08/2025
Last reviewed on:	Date:
Next reviewed on:	

Contents

- 1. Introduction**
- 2. Safeguarding and Protected Characteristics**
- 3. Race and Cultural Background**
- 4. Religion and Belief**
- 5. Gender and Gender Identity**
- 6. Pregnancy and Maternity**
- 7. Special Educational Needs**
- 8. Disability**
- 9. Sexual Orientation**
- 10. Gender Identity**
- 11. Dietary Needs**
- 12. Gypsy, Roma and Traveller Heritage**
- 13. Refugees and Asylum Seekers**
- 14. Children of Armed Forces Parents**
- 15. Children of Prisoners**
- 16. Preventing Radicalisation**
- 17. Monitoring and Accountability**

Introduction

At Cameron and Cooper Limited, we believe that every young person and adult deserves to feel safe, valued, and included.

Our approach to equality, diversity, and inclusion is grounded in love, care, and consistency. We recognise and respect individuality, and we work actively to remove barriers that could prevent someone from feeling accepted or reaching their potential.

This policy is shaped by the [Equality Act 2010](#), which protects against discrimination on the grounds of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We also uphold our duties under the **Public Sector Equality Duty**, which requires us to:

- eliminate discrimination, harassment, and victimisation
- advance equality of opportunity
- foster positive relationships between different groups

This policy applies to everyone at Cameron and Cooper Limited: young people, adults, visitors, contractors, and professionals we work alongside. Everyone has a role in promoting inclusion and challenging discrimination.

All adults at Cameron and Cooper Limited complete training on equality, diversity, and inclusion. This helps create environments where children feel a genuine sense of belonging and are supported to explore who they are without fear of judgement.

Any concerns about discrimination, harassment, or inequality will always be taken seriously. We encourage open conversations and active reporting, and we are committed to addressing concerns through appropriate channels.

By embracing and celebrating diversity, we aim to build a safe, nurturing culture that benefits every young person in our care.

Safeguarding and Equality

Promoting equality never means excusing or overlooking abuse.

At Cameron and Cooper Limited, all adults have a duty to protect young people from harm. Safeguarding must always take precedence, regardless of a child's culture, beliefs, background, or identity. No protected characteristic—such as race, religion, or disability—can be used to justify neglectful, abusive, or controlling behaviour.

All adults are expected to remain vigilant and respond to safeguarding concerns with professional curiosity and confidence. This includes recognising that:

- Harm can occur in any family or community
- Cultural sensitivity must never prevent appropriate safeguarding action
- Children must be listened to and taken seriously at all times

Some harmful practices—such as **female genital mutilation**, **forced marriage**, or **honour-based abuse**—may be wrongly explained away as cultural norms. These are forms of abuse. All adults must report any concerns immediately in line with our **Child Protection and Safeguarding Policy** and statutory guidance.

We also follow the **Prevent Duty**, which requires us to identify and respond to risks of **radicalisation and extremist influence**. Adults are trained to recognise changes in behaviour, language, or associations that may indicate a young person is vulnerable to being drawn into harmful ideologies. These concerns must be reported to the Designated Safeguarding Lead or Head of Safeguarding without delay.

This section aligns with:

- **Keeping Children Safe in Education 2025 (KCSIE 2025)**
- **Working Together to Safeguard Children (2023 update)**
- **The Children Act 1989 and 2004**
- **The Counter-Terrorism and Security Act 2015 (Prevent Duty)**
- **The Multi-Agency Statutory Guidance on FGM (Home Office)**

Adults at Cameron and Cooper Limited receive regular training on safeguarding and equality. They are supported to reflect on their own assumptions, challenge discriminatory attitudes, and protect every young person's right to feel safe, respected, and heard.

Preventing Radicalisation

Radicalisation is a safeguarding concern. Like other risks, it can affect any young person—especially those who feel isolated, unheard, or disillusioned. At Cameron and Cooper Limited, we are alert to the signs and committed to supporting young people early and without judgement.

We do not make assumptions based on religion, ethnicity, or background. We respond to behaviour, language, and relational shifts with curiosity and care.

Recognising Risk

Young people may be at risk of radicalisation if they:

- Express extreme or intolerant views
- Glorify violence or hate speech
- Disconnect from trusted adults or friendship groups
- Spend excessive time with unknown online influences
- Express anger, mistrust, or fear in rigid or black-and-white ways

Adults are trained to recognise these changes and to raise concerns through the Designated Safeguarding Lead. We follow national guidance under the **Prevent Duty**, which sits within the **Counter-Terrorism and Security Act 2015**.

Any concerns will be assessed in line with safeguarding procedures and, where appropriate, referred through the local Channel process.

Building Protective Relationships

The best prevention is connection. Adults at Cameron and Cooper Limited work to build trusting relationships, where young people feel safe to ask questions, explore ideas, and talk about identity without fear.

We challenge intolerance, model respectful disagreement, and help young people develop critical thinking and emotional literacy. These skills are protective and help reduce the risk of exploitation or grooming by extremist ideologies.

Adults in the Workplace

Adults may also be targeted or influenced by harmful ideologies or extremist content. We are committed to creating a working culture where concerns can be raised safely, and where respectful, inclusive values are modelled every day.

Race and Cultural / Background

Young people at Cameron and Cooper Limited come from a range of racial, cultural, and ethnic backgrounds. We recognise that identity is deeply personal and may influence how a young person experiences the world—and how the world responds to them.

Our role is to create spaces where every young person feels seen, heard, and safe. That includes actively recognising and addressing racism, discrimination, and unconscious bias wherever they arise.

Understanding Context

Young people may face racism from peers, adults, professionals, or members of the public. We do not wait for them to name it—we work proactively to recognise the signs, validate their experience, and offer consistent support.

Cameron and Cooper Limited operates in predominantly white areas of Surrey and Hampshire. We are mindful that young people from racialised communities may feel isolated, especially in school or the wider community. Adults must be alert to these dynamics and offer relational, practical support.

Cultural Needs and Practices

Young people may express culture through clothing, religious practice, food, language, values, or family routines. These expressions should be welcomed—not seen as challenges to manage. If a young person wishes to explore or reconnect with their heritage, adults should be curious, supportive, and respectful.

Care routines should be adapted where appropriate—for example, by supporting young people with hair or skincare products specific to their needs. Where external professionals (e.g. barbers, stylists) are involved, young people should be given choice and privacy.

Language and Communication

Some young people may speak English as an additional language or have grown up with a strong regional dialect. We never judge how someone speaks—and we don't suggest one way of speaking is better than another. What matters is that young people feel understood and respected.

If language differences affect understanding, adults must adapt—not the young person. This might mean slowing down, checking understanding, using visual support, or seeking translation or interpreting support if needed.

Language can also carry bias. All adults are expected to reflect on the words they use and to challenge stereotypes and slurs—whether intentional or unconscious.

Stereotyping and Assumptions

No child should be treated as a stereotype. Young people from the same racial or cultural group will still have different identities, beliefs, personalities, and experiences. Adults must take the time to understand each young person as an individual and avoid making assumptions based on background, appearance, or family history.

Religious Beliefs

We recognise and respect the role that faith and spirituality may play in a young person's life. Some young people may practise a religion, some may be exploring their beliefs, and others may have chosen to step away from religious traditions they were raised with.

All positions are valid. Our role is to support—not judge.

Practising Faith

Young people should be supported to practise their chosen religion in ways that feel meaningful to them. This might include:

- attending religious services or events
- observing religious holidays and fasting periods
- accessing faith-based food, clothing, or rituals

Where appropriate, adults will consult with parents or carers—but the young person's views must be central. If there is a difference of opinion between the young person and their family, this should be handled with sensitivity and respect, and the final plan recorded in the young person's placement plan.

Daily Life

Religious belief can influence what a young person eats, wears, celebrates, or avoids. Adults must plan for this proactively—not as an afterthought. This may involve:

- preparing culturally appropriate food
- offering prayer spaces or quiet reflection areas
- sourcing religious texts or resources
- adjusting plans during religious holidays

Any required equipment (e.g. separate utensils for food preparation) should be in place from the start of the placement wherever possible.

Challenging Discrimination and Bias

Young people of faith may experience ignorance, stereotyping, or hostility. Adults must be alert to this—both from peers and professionals. It is never acceptable to dismiss, mock, or 'tone down' a young person's religious identity.

All adults are expected to reflect on their own beliefs and biases. A young person's religion must never be treated as a barrier to care, education, or opportunity.

Gender and Religion

Some young people may observe gender-based traditions related to their faith—such as not being alone with adults of the opposite sex, or preferring same-gender keyworkers for personal conversations or activities. These preferences should be respected where possible, as long as they do not restrict the young person's access to key relationships or experiences.

Gender and Gender Identity

At Cameron and Cooper Limited, we recognise that both young people and adults may experience discrimination, stereotyping, or exclusion based on gender or gender identity.

We are committed to challenging outdated assumptions about gender roles and promoting a culture where every person regardless of how they identify is treated with dignity, respect, and equality.

Respecting Gender and Sex-Based Differences

We understand that gender and sex are not interchangeable terms. We support young people and adults of all genders to feel safe in expressing themselves and having their identity affirmed in day-to-day life.

Adults are expected to challenge gender-based assumptions in language, routines, and expectations. We do not tolerate sexism, gender-based teasing, or restrictive ideas about how young people “should” behave based on gender.

Adults model inclusive attitudes and ensure that children and young people are not limited by stereotypes when it comes to play, appearance, hobbies, or aspirations.

In line with the Equality Act 2010, we recognise that sex is a protected characteristic, and so is gender reassignment. Trans, non-binary and gender diverse people are protected from discrimination whether or not they have a medical diagnosis or legal recognition of their gender.

Supporting Trans and Non-Binary Young People

Some young people in our care may identify as trans, non-binary, gender fluid, or questioning. This may form part of their ongoing identity development and can bring both empowerment and vulnerability.

We approach this with care, curiosity, and consistency—not judgement or assumption.

Young people who express a gender identity different to the sex they were assigned at birth will be supported in line with:

- Their wishes, developmental stage, and emotional needs
- Current safeguarding guidance and the Equality Act 2010
- Advice from health, education, and mental health professionals
- Their individual care or education plan

This includes:

- Respecting pronouns and chosen names

- Adjusting clothing, sleeping arrangements, or support needs where appropriate and safe
- Ensuring any risk assessments or plans are regularly reviewed
- Supporting young people to explore identity safely and without pressure

Where other young people or adults are unsure or uncomfortable, respectful discussion and clear boundaries are used. Prejudice is not tolerated.

We are mindful that gender identity can be a source of emotional distress or personal risk for some young people. We respond with warmth, compassion, and safeguarding—not panic or delay.

Pregnancy and Maternity

Cameron and Cooper Limited is committed to supporting adults through all stages of pregnancy, maternity, and family life. We recognise the physical, emotional, and practical impact that pregnancy and parenthood can have—and we take our responsibilities seriously under the Equality Act 2010.

Adults who are pregnant, returning from maternity leave, or supporting a pregnant partner must never experience discrimination or disadvantage in the workplace. We will always provide:

- Clear communication and flexible support during pregnancy
- Risk assessments tailored to the individual's role and needs
- Reasonable adjustments where required
- Maternity, paternity, and shared parental leave in line with UK employment law
- A phased return and regular check-ins where helpful

We are committed to creating an inclusive culture where adults feel safe to share their circumstances and confident that they will be supported fairly and compassionately.

If a Young Person Becomes Pregnant

While this is rare in our homes, we are prepared to respond with care and respect. Any young person who becomes pregnant during their placement will be supported to remain in the home wherever appropriate.

We will work closely with the young person, their social worker, and relevant health and education professionals to ensure their needs are understood and met. A full risk assessment and care planning process will be undertaken, and the young person will not face any judgement or disadvantage as a result of their pregnancy.

Special Educational Needs

Many young people supported by Cameron and Cooper Limited have additional needs that affect how they learn, communicate, or manage day-to-day life. These needs might be formally diagnosed and outlined in an Education, Health and Care Plan, or they might be less visible, but still significant.

We recognise that special educational needs can affect every part of a young person's experience: learning, relationships, emotional regulation, and confidence. Our role is to reduce barriers, not reinforce them.

Individualised Support

All young people are treated as individuals, not labels or diagnoses. We work closely with families, social workers, schools, and other professionals to understand each young person's strengths, needs, and learning profile.

Support is planned across education, health, and care. This includes:

- Personal Education Plans
- Individual Positive Behaviour Support Plans
- Risk assessments
- Therapeutic input where needed

Respect, Not Pity

Young people with special educational needs are entitled to high expectations, meaningful relationships, and full access to life in the home and community. We never lower the bar or talk about young people as having "failed" elsewhere.

Instead, we recognise that many young people have been **let down by systems**, not that they have failed to meet expectations. Our job is to build trust, offer consistent encouragement, and help them feel safe to try again.

Inclusive Learning and Participation

Education must be accessible, engaging, and tailored to individual needs. Lessons and activities are adapted to support progress and confidence. Success may look different for every young person, but everyone should experience progress, connection, and a sense of achievement.

Adults at Cameron and Cooper Limited are trained to:

- Use clear, supportive language
- Break down tasks

- Use visual or sensory strategies where needed
- Support emotional regulation alongside learning

Disability

Young people with disabilities have the same rights, ambitions, and potential as any other child. At Cameron and Cooper Limited, we are committed to removing barriers and making sure every young person feels valued, respected, and fully included.

Disability can affect mobility, learning, communication, mental health, or medical needs. Some disabilities are visible, others are not. All require a sensitive and individualised approach.

Rights and Inclusion

Under the Equality Act 2010, disability is a protected characteristic. No young person should be treated less favourably or excluded from opportunity because of a disability. Every child must be supported to participate in daily life, education, and relationships in ways that work for them.

Where a young person has a disability, we will always:

- Make reasonable adjustments to routines, environments, and expectations
- Plan with the young person, not just around them
- Take time to understand how their disability affects daily life, identity, and emotional wellbeing

Environments and Accessibility

All homes within Cameron and Cooper Limited offer some level of physical accessibility. However, not all services are suitable for young people with complex long-term mobility needs. These decisions are made carefully at admission, based on whether the service can fully meet the young person's needs.

Where a young person has temporary mobility issues or short-term medical conditions, we will adapt routines and spaces to support recovery and inclusion.

For more detail, please refer to the policy on supporting young people who are unwell or managing medical conditions.

Language and Attitudes

Disability must never be framed as a burden or inconvenience. We use respectful, inclusive language and avoid stereotypes. We challenge any comment, joke, or behaviour that dismisses or diminishes disabled young people.

Every adult is responsible for making sure disabled children feel safe, respected, and included.

Supporting Disabled Adults

We are also committed to supporting adults within the organisation who live with disabilities. This includes visible disabilities, long-term health conditions, and less obvious barriers such as mental health needs, neurodiversity, or chronic illness.

Cameron and Cooper Limited will provide reasonable adjustments, flexible working arrangements where possible, and a working culture that values openness and respect. No adult should face discrimination, reduced opportunity, or poor treatment due to disability.

We want all adults to feel safe sharing their needs, confident that they will be met with understanding, not judgement.

Sexual Orientation

Everyone at Cameron and Cooper Limited has the right to be treated with dignity and respect, regardless of their sexual orientation.

Young people may identify as lesbian, gay, bisexual, heterosexual, or may still be exploring their feelings. Some may not feel ready to label their sexuality at all. All of these positions are valid and should be met with curiosity, not judgement.

Creating a Safe and Respectful Environment

We are committed to creating homes where young people feel safe to express who they are. Homophobic, biphobic, or discriminatory behaviour will always be challenged, whether it comes from peers, professionals, or the wider community.

If a young person is targeted, our **Countering Bullying Policy** will be followed. Adults will respond promptly, offer support, and ensure the young person is not left feeling isolated or unsafe.

Support and Education

Young people will have opportunities to explore topics around identity, relationships, and respect through PSHE lessons, keyworking, and group discussions. This includes access to the **Relationships and Sex Education Policy** and safe signposting to trusted external organisations when needed.

If a young person is unsure about their sexuality, they will be supported without pressure or assumptions. Adults will help them find someone they feel comfortable talking to, inside or outside the organisation.

Language and Stereotypes

We challenge assumptions and stereotypes. Adults are expected to reflect on their own language and beliefs, and to model inclusive attitudes in everyday interactions. Sexual orientation should never be a source of shame, humour, or stigma.

Adults in the Workplace

Discrimination against adults on the grounds of sexual orientation is unlawful under the Equality Act 2010. All adults at Cameron and Cooper Limited must feel safe and respected at work, regardless of who they love or how they identify.

We support open conversations, inclusive policies, and a culture where no one feels they have to hide part of themselves in order to be accepted.

Dietary Needs

At Cameron and Cooper Limited, we recognise that food is more than just nutrition. It is central to culture, comfort, care, and connection. How we eat together, what we cook, serve, share, and talk about is what matters.

Mealtimes are seen as opportunities for relationship-building, emotional safety, and shared experience. We create warm, welcoming environments where young people and adults can enjoy food, learn together, and explore different cultural dishes without pressure.

We support all dietary needs with flexibility, respect, and curiosity.

Supporting Individual Needs

Adults are expected to:

- Understand and accommodate religious or cultural diets (e.g. halal, kosher, vegetarian, fasting periods)
- Meet medical or allergy-related dietary needs accurately and reliably
- Support sensory-based or neurodivergent food preferences without pressure
- Encourage young people to explore new foods and help prepare meals, at their own pace
- Celebrate differences in food choices without judgement or exclusion

Young people are included in menu planning where possible and supported to develop confidence in cooking and understanding healthy choices. We recognise that not every young person will be ready to try new foods straight away, and that's OK.

Trauma-Informed Practice

Some young people may come to us with complex relationships with food, shaped by past experiences of neglect, scarcity, or control. Others may use food to manage anxiety or seek comfort.

Adults are expected to:

- Remain attuned to signs of food-related anxiety or control

- Avoid using food as punishment, reward, or leverage
- Build predictable, calm, and non-judgemental mealtimes
- Work with the team, clinical input, and young people themselves to reduce food-related stress where needed

Whether a young person eats with others or prefers time alone, they are treated with dignity and understanding.

We believe everyone should feel safe, included, and respected around food.

Gypsy, Roma, and Traveller Heritage

Cameron and Cooper Limited recognises the distinct cultural identity and heritage of young people from Gypsy, Roma, and Traveller communities. We value the history, traditions, and contributions of these communities and are committed to challenging discrimination wherever it arises.

Young people from Gypsy, Roma, and Traveller backgrounds may have experienced stigma, disrupted education, or exclusion from services. Our responsibility is to create a stable and respectful environment where they feel safe, understood, and accepted.

Supporting Cultural Identity

We work to understand each young person's identity and family context. This includes recognising differences in beliefs, traditions, language, and expectations around gender and relationships. These views should not be treated as barriers to care, but as part of the young person's story.

Privacy, trust, and relationship-building are especially important. Adults should take time to understand what matters to the young person, without making assumptions or generalising based on community background.

Gender, Boundaries, and Communication

Some young people from Gypsy, Roma, and Traveller communities may feel uncomfortable being alone with adults of the opposite sex or taking part in mixed-gender activities. These feelings should be taken seriously and approached with sensitivity, while balancing the young person's safety, access to opportunity, and the expectations of the home.

We encourage open dialogue involving the young person, their family or carers, and professionals where appropriate. Plans should reflect the young person's wishes and needs without reinforcing restrictive stereotypes.

Education and Stability

Young people from Gypsy, Roma, and Traveller communities may have experienced interrupted schooling or negative experiences in education settings. Adults must work

to rebuild trust, support engagement, and advocate for inclusive practice across schools and services.

Education plans should reflect any additional support the young person needs, whether academic, emotional, or relational.

Adults in the Workplace

We are committed to being an inclusive workplace for adults from all backgrounds, including those with Gypsy, Roma, or Traveller heritage. No adult should face discrimination or exclusion because of their ethnicity, culture, or identity.

Refugees and Asylum Seekers

Children and young people who have come to the UK as refugees or asylum seekers often arrive with complex experiences. Many have faced instability, violence, family separation, or loss. They may be adjusting to a new language, culture, and education system—all while navigating the asylum process.

At Cameron and Cooper Limited, we treat every young person with compassion, dignity, and respect. Refugee and asylum-seeking children have the same rights, protections, and entitlements as any other child.

Support and Stability

Young people in this situation may need:

- Time off for asylum-related appointments or interviews
- Access to interpreters or translated information
- Emotional support to talk about past experiences
- Sensitive handling of topics around identity, belonging, or trauma

Placement plans, risk assessments, and education plans must reflect these needs clearly. Wherever possible, trusted adults should support the young person to understand their rights and the legal processes they are involved in.

Mental Health and Emotional Safety

Some young people may show signs of trauma, fear, or emotional distress related to past experiences or uncertainty about the future. Adults must respond with patience and avoid making assumptions. Specialist mental health support should be offered where needed.

If a young person faces the possibility of being returned to their country of origin, adults should recognise the impact this can have and offer relational support.

Equal Access and High Expectations

Being an asylum seeker or refugee must never be used to lower expectations or limit access to opportunity. All young people are entitled to education, healthcare, relationships, and meaningful participation in the home.

We work proactively with schools and local authorities to make sure young people are included, not marginalised.

Adults in the Workplace

Cameron and Cooper Limited welcomes adults from a wide range of national, cultural, and linguistic backgrounds. We recognise that some colleagues may also have experience of seeking asylum, leaving conflict zones, or supporting displaced family members.

We do not tolerate xenophobia or discrimination. All adults should feel safe, valued, and supported at work, regardless of immigration history or nationality.

Children of Armed Forces Parents

Young people with a parent in the armed forces may face unique pressures. They might move homes or schools frequently, spend long periods without a parent, or worry about their parent's safety in conflict zones. These experiences can affect emotional wellbeing, relationships, and education.

At Cameron and Cooper Limited, we recognise the impact of military life and are committed to offering consistent, sensitive support.

Understanding the Context

Young people in this situation may have:

- Missed education due to relocation
- Difficulty settling into routines or trusting relationships
- Anxiety about safety, separation, or change
- Gaps in assessment or support for learning needs such as ADHD or dyslexia

Adults must remain curious, not dismissive. Placement plans and education records should reflect this background clearly and help inform relational and practical support.

Emotional Support and Stability

A parent's absence, return, or deployment can bring big emotional shifts. Young people may take on additional responsibilities at home or feel pressure to stay strong. They might not talk openly about how they are feeling.

Adults must build trust, check in regularly, and make space for difficult emotions. Where needed, therapeutic input or counselling should be offered.

We work with schools to ensure that transitions are well supported and that young people are not disadvantaged by their family circumstances.

Adults in the Workplace

Some adults within Cameron and Cooper Limited may also be affected by armed forces life. This could include having a partner deployed, juggling childcare during leave cycles, or supporting older children through relocation or absence.

We are committed to supporting staff with these pressures and will work flexibly where possible to help manage the demands of work and family life.

Children of Prisoners

Young people who have a parent in prison may carry feelings of shame, confusion, anger, or loss. The experience of parental imprisonment can be traumatic and often affects a young person's sense of identity, safety, and belonging.

At Cameron and Cooper Limited, we support children with sensitivity and without judgement. A parent's actions or sentence must never define the care a young person receives.

Understanding the Impact

The emotional effects of parental imprisonment may include:

- Worry about the parent's wellbeing or release
- Disrupted relationships with extended family
- Difficulties talking about their situation at school or in the home
- Fear of judgement from others
- Re-emergence of past trauma, particularly if the imprisonment involved violence or family breakdown

Adults must build trust and offer safe, open spaces for young people to talk. The young person's care plan and Individual Positive Behaviour Support Plan should reflect any specific risks, worries, or relational needs. If the parent's release or change in sentence is likely to affect the child, this should be planned for and reviewed with all key professionals.

We use resources such as those from **NICCO** (National Information Centre on Children of Offenders) to inform our practice.

Reducing Stigma and Providing Stability

Children of prisoners often face stigma and silence. Adults must model curiosity and respect, not assumptions. Young people should never be made to feel responsible for their parent's actions or expected to explain them to others.

Consistency, predictability, and emotional safety are key. We support young people to maintain or re-establish contact with their parent only where it is in their best interests and in line with safeguarding plans.

Adults in the Workplace

Some adults working within Cameron and Cooper Limited may also have lived experience of having a parent, sibling, or partner in prison. This can carry ongoing emotional, practical, or relational effects.

We are committed to being a supportive workplace, where adults do not feel stigmatised or excluded because of their family circumstances.

Monitoring and Accountability

Equality, diversity, and inclusion are not just policy commitments. They must be visible in how we speak, plan, respond, and build relationships across all parts of Cameron and Cooper Limited.

The Senior Leadership Team is responsible for ensuring that equality remains a live, visible priority across both care and education. This includes:

- Annual policy reviews and updates
- Oversight of complaints, concerns, or incidents linked to discrimination
- Reviewing outcomes for young people and staff across protected characteristics
- Ensuring equality is embedded in recruitment, training, and performance systems

Responsibilities in Practice

- The **Registered Managers** are responsible for making sure this policy is understood and applied in care settings
- The **Lead Teacher** is responsible for promoting inclusion and equity in the classroom and wider education planning
- The **Head of Safeguarding** monitors concerns and referrals that may involve discriminatory behaviour, hate incidents, or targeted abuse

All adults at Cameron and Cooper Limited are expected to model inclusive language, challenge stereotypes, and reflect on their own practice.

Young people's views will be gathered through regular feedback, keyworking, house meetings, and individual planning sessions. Where a young person raises a concern about discrimination or exclusion, it must be taken seriously and addressed quickly.