

Physis- a Greek word meaning the natural energy for growth, change and developm...



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Equal Opportunities and Anti-Discriminatory Practice



Physis Heathgates Academy

Physis Quantum is a specialist provider of exciting and innovative services to
Children and Young People in a range of settings.



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1. **Introduction**

- 1.1 This policy document is intended only for the use of the employees of Physis Quantum and should be treated as confidential.
- 1.2 Distribution outside of Physis Quantum should only occur with the written consent of the CEO.
- 1.3 All Physis Quantum employees are expected to read this policy and their understanding of this policy will be assessed during the Induction Process, regularly during Supervision, and during mandatory training events.
- 1.4 Employees will be expected to abide by and work within this policy framework at all times, both during and after their employment, as stipulated in their Contract of Employment.
- 1.5 This policy was last revised on 27.01.17 and it will be reviewed bi-annually and/or in accordance with changes in company structure, relevant legislation and guidance.

2. Equal Opportunities and Anti-Discriminatory Practices

2.1 **Physis Quantum** actively promotes equal opportunities and anti-

discriminatory practice at all levels of the organisation. Particular attention is paid to protecting and supporting the rights of the children and young people we support in respect to anti-discriminatory practice.

2.2 Staff practice in this area is subject to regular monitoring and training as indicated.

2.3 **Physis Quantum** is opposed to any and all discrimination against children and young people in any setting or community – and in any form - that prevents them from reaching their full potential.

2.4 **Physis Quantum** therefore actively supports and advocates on behalf of the children and young people placed at **the houses or school** in regard to their general developmental needs and their specific needs as an individual with a unique personal history.

2.5 **Physis Quantum** is absolutely committed to preventing discrimination on any grounds – including amongst others - race, colour, nationality, ethnic or social origin, language, culture, gender, sexual orientation, age, religion, disability, political or other opinion, birth or social class.

2.6 Any discrimination by children, young people or adults, no matter how subtle, will be challenged.

3. Staff Guidance

3.1 All members of the staff teams at the **Physis homes or Physis Heathgates Academy** are regularly made aware that if they witness any act of discrimination towards a child, young person or another member of staff (or if they are unsure whether what they have witnessed constitutes discrimination) they are under a strict duty to report this – using the Whistle Blowing Policy where necessary.

3.2 **Physis Quantum** actively encourages children and young people to exercise their rights and responsibilities.

3.3 The staff team at **Physis homes or Physis Heathgates Academy** will actively support any child or young person who may wish to make complaints by assisting them in whatever way that child or young person wishes, including drafting the complaint with the child or young person and passing on that complaint to the appropriate body.

3.4 Every child and young person placed at **Physis homes or Physis Heathgates Academy** has the right to:

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- Be listened to.
- Be treated with dignity and respect.
- Receive a level of education appropriate to their abilities and aspirations.
- Participate in a range of leisure and cultural activities appropriate to their needs and wishes.
- Be protected from harm.
- Have Individualised Care, Education and Clinical Plans established that meet their educational, religious, emotional, behavioural, social, cultural, linguistic and dietary needs.

3.5 **Physis Quantum** is committed to actively promoting the best interests of each individual child and young person over and above any interests of the company.

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