



# **StrongRootzProject Diversity, Equality, and Inclusion Policy**

**Policy Date:** September 2025

**Next Review Date:** September 2026

## **1. Introduction**

**StrongRootzProject** is committed to promoting diversity, equality, and inclusion in all aspects of its work. We believe that every child, staff member, mentor, and volunteer has the right to be treated fairly, with respect, and without discrimination.

This policy applies to all staff, mentors, volunteers, children, parents/carers, and partners. It aligns with relevant legislation, including the **Equality Act 2010**, and reflects best practice in promoting inclusive mentoring and intervention services.

## **2. Policy Objectives**

- Promote equality of opportunity for all participants and staff.
- Challenge discrimination, harassment, and prejudice.
- Celebrate diversity and respect individual differences.

- Ensure all children and young people can participate fully and safely.
- Foster an inclusive environment where everyone feels valued and supported.

### **3. Scope**

This policy applies to:

- All KS2, KS3, and KS4 children engaged with StrongRootzProject.
- All staff, mentors, volunteers, and contractors.
- Recruitment, training, mentoring sessions, interventions, and all service activities.
- Communication, social media, and marketing materials.

### **4. Legal and Guidance Framework**

This policy reflects:

- Equality Act 2010
- Children Act 1989 & 2004
- Keeping Children Safe in Education (KCSIE 2025)
- Working Together to Safeguard Children 2018
- Ofsted Education Inspection Framework

### **5. Principles**

StrongRootzProject operates under the following principles:

- **Respect:** Every individual is treated with dignity and respect.
- **Equality:** All children and staff have equal access to opportunities and resources.
- **Inclusion:** Activities are adapted to meet diverse needs and remove barriers to participation.
- **Representation:** Diverse voices and perspectives are recognised and valued.
- **Accountability:** The service actively monitors and evaluates DEI practices.

## **6. Responsibilities**

### **6.1 Founder & Director**

**J Johnston** ensures that:

- This policy is implemented and reviewed annually.
- Resources and training are provided to promote DEI.
- Discriminatory behaviour is addressed and corrected promptly.

### **6.2 Staff, Mentors, and Volunteers**

All staff, mentors, and volunteers must:

- Promote diversity and inclusion in all interactions.
- Challenge discriminatory or prejudicial behaviour.

- Adapt mentoring approaches to meet individual needs.
- Attend DEI awareness training.

### **6.3 Children and Young People**

Children are encouraged to:

- Respect differences among peers and staff.
- Report discriminatory behaviour or bullying.
- Celebrate diversity within mentoring sessions and activities.

## **7. Recruitment and Participation**

- Recruitment processes are fair, transparent, and free from bias.
- All children, including those with disabilities, special educational needs, or from minority backgrounds, have equal access to participation.
- Recruitment and volunteering opportunities are promoted to diverse communities.

## **8. Training and Awareness**

- All staff and mentors receive regular training on diversity, equality, and inclusion.
- Training covers:
  - Unconscious bias

- Inclusive mentoring strategies
- Cultural awareness
- Preventing discrimination and harassment

## **9. Reporting and Addressing Discrimination**

- Any incident of discrimination, harassment, or exclusion is reported to the **Safeguarding Lead** or **Founder & Director**.
- All incidents are recorded, investigated, and addressed promptly.
- Support is provided to those affected by discriminatory behaviour.

## **10. Monitoring and Review**

- DEI practices and outcomes are regularly monitored to ensure effectiveness.
- Feedback from children, parents/carers, staff, and mentors is used to improve inclusion.
- This policy is reviewed annually or sooner if legislation or guidance changes.
- **Next review date: September 2026**

**Policy Approved By:** J Johnston, Founder & Director  
**Date:** September 2025