



Bringing Joy To Parent

## **Equality Policy**

### **Mission Statement**

Little Hurrahs aims to provide high-quality classes, courses and workshops, plus on demand video content, to help parents and children thrive in the early years. Providing classes and courses on gentle, respectful and responsive parenting techniques, with a focus on communication skills and development, Little Hurrahs supports parents/carers to enable the children in their care to reach their fullest potential.

This policy supports the general aims of the organisation in particular:

- by encouraging each person to see themselves as a valued member of a wider community who can act independently and make a positive contribution for the good of all.
- by providing each parent/carer with access to the information, skills and resources they need to support their child to fulfil their individual potential.

### **Statement of Policy**

Little Hurrahs (LH) actively opposes all forms of unlawful and unfair discrimination and is committed to equality and inclusion at all levels of the organisation.

LH values the role diversity plays in encouraging a positive creative and working environment. We aim to ensure equality of opportunity in all activities by implementing impartial methods to all that we do. We strive to ensure that our policies and practices continue to be lawful, fair and actively inclusive.

### **Organisation Responsibilities in law**

Legislation requires organisations both to avoid discrimination and to promote equality for Leaders/Facilitators, Parents/Carers and Children. Our policies apply to treatment of Leaders/Facilitators (including board of directors), permanent staff, temporary staff, freelance staff, volunteers, applicants and all participating parents/carers and children.

### **Protected Characteristics**

- Gender
- Age
- Race
- Disability
- Sexual orientation
- Religion or belief
- Gender reassignment
- Pregnancy or maternity

### **Responsibility**

The responsibility for upholding these policies lies with the Owner. She is responsible for overseeing the execution of the Equality and Diversity policies in all areas of LH's work.

All employees on any level are responsible for upholding the policies in their work for the company.



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### **Promoting Equality**

We are committed to promoting:

- the uniqueness of the individual – we believe that every person is a unique individual. We are therefore committed to treat every person with equality of esteem and respect and dignity.
- the search for excellence – we are committed to ensure that all are to be given every opportunity to develop their talents to the full.
- the artistic development of all – we have the duty to care for all, and strive to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.
- preventing occurrences of unlawful direct and indirect discrimination, harassment and victimisation.
- LH will ensure that no financial barriers will hold parents/carers/children back from using our services. Fully funded places are available on every course, and regular free sessions are provided.
- LH ensure that all services and classes are available to disabled people by using premises that are wheelchair accessible for all activities. We will strive to use interpreters where necessary and assess the needs of every individual member.
- Fulfilling all our legal obligations under the equality legislation, including the Equality Act 2010, and all associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Publicity materials, publications, advertisements, events, workshops and performances shall avoid language which presents a stereotyped, offensive or detrimental view of any group or individual's background on any of the above grounds. However, written source material and workshops may present such language and views when the context of use is clear.

### **We will strive to ensure that**

- any person recruited to Facilitate LH classes and workshops, is made fully aware of our aims and objectives and required to support them;
- parents/carers attending classes are fully aware of our aims and objectives and undertake to support them;
- all of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

### **Unlawful behaviour**

The Equality Act 2010 defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.

### **Direct discrimination**

This occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people. This describes the most clear-cut and obvious examples of discrimination – for example if the project were to refuse to let a parent join because she is a lesbian.



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### **Indirect discrimination**

This occurs when a “provision, criterion or practice” is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic. An example might be holding a workshop in an upstairs room, which could make it difficult for disabled members to attend. It is a defence against a claim of indirect discrimination if it can be shown to be “a proportionate means of achieving a legitimate aim”. This means both that the reason for the rule or practice is legitimate, and that it could not reasonably be achieved in a different way which did not discriminate.

### **Harassment**

Harassment has a specific legal definition in the Act – it is “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person”.

This covers unpleasant and bullying behaviour, but potentially extends also to actions which, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic.

Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something they have done (“a protected act”) in connection with the Act. A protected act might involve, for example, making an allegation of discrimination or bringing a case under the Act, or supporting another person’s complaint by giving evidence or information, but it includes anything that is done under or in connection with the Act. Even if what a person did or said was incorrect or misconceived, for example based on a misunderstanding of the situation or of what the law provides, they are protected against retaliation unless they were acting in bad faith. The reason for this is to ensure that people are not afraid to raise genuine concerns about discrimination because of fear of retaliation.

As well as it being unlawful to victimise a person who does a protected act, a child must not be victimised because of something done by their parent/carer or a sibling in relation to the Act. This means that a child must not be made to suffer in any way because, for example, her mother has made a complaint of sex discrimination against the organisation, or her brother has claimed that a workshop leader is bullying him because he is gay, whether or not the mother or brother was acting in good faith.

If a member has himself or herself done a protected act – such as making a complaint of discrimination against a workshop leader – then the child’s own good faith will be relevant. For example, if the parent’s complaint is based on information from his daughter and the daughter was deliberately lying, it is not victimisation for the project to punish her in the same way as it might do any other dishonest member. Unless it can be clear that the father was also acting in bad faith (for example that he knew her daughter was lying) it would still be unlawful to victimise him for pursuing the complaint.

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- the education of all  
We have the duty to care for all, and strive to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice annually and to adapt them where necessary.

### **Little Hurrahs – Geographical Context**

LH is located in North Wales (Wrexham) although families attend online classes from across the UK and beyond.

### **Implementation with service users**

Little Hurrahs works with parents/carers of children from 36 weeks antenatal to 5 years old, and our activities aim to be inclusive of all, regardless of background or ability.

LH is committed to raising awareness of issues related to equal opportunities in its work, to ensuring that all service users act in a way that enables equality and inclusion.

We aim to achieve this by striving to provide an environment in which all feel safe, respected and valued. Consideration is given to each person as an individual with particular needs, skills and physical abilities.

Before the start of each term, Leaders/Facilitators and volunteers will receive the Equal Opportunities, Data Protection and Safeguarding Policies in order to help them support participants to uphold equalities principles. LH recognises that practical application of inclusion includes a firm stance on preventing bullying in all its contexts, whether physical, emotional, verbal or online.

### **Monitoring and Reviewing**

Regular monitoring of LH services and participants takes place to ensure that the equal opportunities policy is implemented and effective.

LH is proactive in programming services and activities which target under represented groups in particular.

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