



Paramount Safeguarding
Specialist Safeguarding Support

Equality and Inclusion Policy

Date: July 2026

Review Date: July 2027

Introduction

Paramount Safeguarding Ltd. is committed to equality, diversity and inclusion.

We recognise the value of diversity and strive to promote a culture in which all clients, young people, staff and service users are welcomed and supported, irrespective of their background or personal characteristics.

We are committed to an ethos and culture of inclusion irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and focus on the wellbeing of all our clients and service users.

We oppose all forms of unlawful and unfair discrimination and bullying and harassment. We recognise the need to champion equality and ensure inclusion for our clients, where appropriate making necessary adjustments to enable everyone's participation.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.

Through this policy, and the wider practices of Paramount Safeguarding Ltd., we seek to empower our clients to embrace diversity and challenge discrimination. We fulfil our legal responsibilities and ensure that our safeguarding policy and procedures are comprehensive and inclusive. Our clients' safety and wellbeing are our priority.

Responsibilities

The Equality Act (2010) states that 'schools and colleges must not unlawfully discriminate against pupil, students or staff because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation (protected characteristics)'.

We consider these protected characteristics in terms of safeguarding but also in terms of how clients are supported with regard to these.

The Public Sector Equality Duty (PSED) is found in the Equality Act.

'The PSED places a general duty on schools and colleges to have, in the exercise of their functions, due regard to the need to eliminate unlawful discrimination, harassment and victimisation (and any other conduct prohibited under the Equality Act), to advance equality of opportunity and foster good relations between those who share a relevant protected characteristic and those who do not. The duty applies to all protected characteristics (see paragraph 85) and means that whenever significant decisions are being made or policies developed, specific consideration must be given to the equality implications of these such as, for example, the need to eliminate unlawful behaviours that relate to them, such as sexual violence and sexual harassment, misogyny/misandry and racism. This is one reason why good record-keeping and monitoring of all forms of abuse and harassment is essential.'

Some young people may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic bullying or racial discrimination.

The Director is responsible for:

- ensuring policies and procedures are in place to comply with equality legislation
- ensuring the implementation of policies and practices in line with the principles of equality and inclusion
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- putting the school's equality and inclusion procedures into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action where necessary
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

All staff (including Independent/Freelance Practitioners) have a responsibility for the day-to-day operation of this policy and will contribute to an inclusive approach to all clients and service users, including the young people and staff within the schools and education provisions we work in.

Clients are responsible for:

- respecting practitioners in their language and actions;
- following relevant policies (including those of the school they attend) in line with the principles of equality and inclusion.

How do we promote Equality and Inclusion?

Paramount Safeguarding Ltd. promotes equality and inclusion through the following:

- Policies and Procedures
- Sessions take place in school/education provision to ensure fair access for all
- Activities are adapted to ensure they are inclusive for all clients' needs
- Challenging negative and discriminatory views to promote a healthy environment of inclusion
- Supporting clients and referring to other support agencies when needed

Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored via a range of methods:

- Ensuring any updates to legislation and guidance are reflected in our policies and procedures
- Ensuring we keep up to date with any changes in school/education provision/client policies and procedures
- Discussion with and feedback from clients/schools/education provisions
- Checking evaluation forms and taking into account any feedback from clients/schools/education provisions

Complaints Procedures

Paramount Safeguarding Ltd. has a robust and transparent Complaints procedure. If a complaint is made regarding equality or inclusion, the Complaints process will be fairly and systematically applied. Please refer to the Complaints procedure in our Safeguarding Policy.

Review of Policy

The Equality and Inclusion Policy will be reviewed annually by Director with feedback from Commissioners.