

### **Caring for Children from Minority and Ethnic Groups Policy**

|                                      |                              |                                 |                                                                |
|--------------------------------------|------------------------------|---------------------------------|----------------------------------------------------------------|
| <b>Version number:</b>               | Version 1                    | <b>Document owner:</b>          | HND Children's Care Ltd.                                       |
| <b>Version date:<br/>Review Date</b> | January 2026<br>January 2027 | <b>Document ID number:</b>      | 1.4 Caring for Children from Minority and Ethnic Groups Policy |
| <b>Version expiry:</b>               | January 2027                 | <b>Document classification:</b> | Final                                                          |
| <b>Version status:</b>               | Live document                |                                 |                                                                |

#### **Regulations and Standards:**

The Children's Homes (England) Regulations 2015:

- Regulation 10 - The Health and Well Being Standard
- Regulation 6 - The Quality and Purpose of Care Standard.

Equality Act 2010

#### **Contents:**

1. Creating the Right Culture
2. Racist Behaviour
3. Open Discussion
4. Identity
5. Primary Care
6. Children's Religion
7. Prayers
8. Clothing
9. Medical Implications of Religious Backgrounds

#### **1. Creating the Right Culture:**

Having the opportunity to express and enrich one's own self and identity can greatly impact upon the way in which children grow and develop.

In order to assist children to grow into healthy adults who are confident and proud of whom they are, HND Children's Care Ltd will create a culture where children / young people of every race and ethnicity are understood, valued, and respected equally.



For each child, care staff need to understand how they can provide the best care and support to give the child a positive sense of ethnic background, so that they feel confident and proud of whom they are. This may be achieved through understanding and supporting their interest in spirituality, their family, community groups and history, and by providing opportunity and resources to enable children to identify strong role models from black and minority ethnic backgrounds.

For all children in the care of HND Children's Care Ltd, it is important to help them feel like they belong. Care staff need to be aware of cultural needs that are relevant to the individual including language, dietary requirements and any hair or skin care needs, but we also have a responsibility to understand and provide the opportunity for the social and emotional needs of the child, including self-awareness, respect, and identity and we should encourage and support the individual in taking part in community activities and cultural events.

Children are encouraged to gain knowledge and appreciation of different cultures through education, sports, drama, music, and literature, visual and culinary arts. They should be supported and encouraged in sharing and exploring values with one another. The group living experience offers a great opportunity to share and understand the beliefs and culture of those from different backgrounds and care staff should, where appropriate, encourage individuals to celebrate and be proud of their differences.

## **2. Racist Behaviour:**

HND Children's Care Ltd aim to promote respect for self and others in the children's interactions with each other, staff, and the wider community. Staff are expected to intervene in incidents sensitively, constructively and using their discretion with regard to context and group dynamics. Staff will model anti-racist and anti-prejudice behaviour and values in their dealings with each other, children, and the wider community. Education and support will be offered to children as and when appropriate. Staff are encouraged to explore issues, incidents and to seek strategies, support and advice from colleagues and senior staff.

Staff training programmes will also deal with various aspects of racism and anti-racist practice. All complaints of any nature from children and staff will be investigated by the manager promptly.

Racist language or behaviour can be viewed as another form of bullying and therefore this policy must be read in conjunction with our '*Countering Bullying*' policy.

## **3. Open Discussion:**

Most children who live in HND Children's Care Ltd homes have very acute feelings of being outside a group, for various reasons, but particularly because they are living away from



their families and outside the mainstream of society. In addition to this, many children come originally from families who have found it difficult to fit in and have lived on the margins of society; these experiences of being 'outside' have often been compounded by multiple placement moves and experiences of rejection. Some of these experiences will have racial, ethnic, religious, and cultural components.

Staff at HND Children's Care Ltd embrace diversity as positive and enriching. Staff and children are encouraged to voice their thoughts, opinions and feelings concerning aspects of their lives within, and out of the home, and to communicate their understanding about the world

around them through regular open discussion. Inevitably, feelings of difference form a significant part of these discussions. Where this occurs, children are encouraged to reflect on this as they are helped to process instances where they have felt different and may have been subject to others' prejudice. Significant discussions will be recorded as appropriate so that Care Plans can be suitably adjusted, and parents and social workers can be included if necessary and if required.

Children are encouraged to gain knowledge and appreciation of different races creatively through education, sports, drama, musical, visual, and culinary arts for example. Children / young people are supported in sharing and exploring these values with one another.

The group living experience offers a great opportunity to understand the beliefs and values of those from a different culture, and HND Children's Care Ltd are proud of these differences and will endeavour to provide opportunities to share and celebrate.

#### **4. Identity:**

Each child's individuality and identity in terms of their history, experience, racial origin, ethnicity, religious belief, and cultural and linguistic background will always be promoted and will be reflected in the care that they receive. HND Children's Care Ltd respects the dignity and privacy of each child, with due regard for these factors as well as gender and disability for example.

The provision of day-to-day care ensures that the needs and wishes of all young people are ascertained, respected, and met wherever possible, particularly with reference to ethnic, religious, and cultural factors. Individual time with keyworkers and other staff as well as frequent group meetings ensure that staff are able to keep abreast of developing needs and wishes of each individual child and for the group as a whole.

It is the role of all staff to support children to recognise and feel pride in their ethnic origin so that they are able to carry a sense of history and understanding of their roots, both of which are important in forming a positive identity. This maybe especially relevant for children, who are often early in their exploration of racial and ethnic identify which may diverge from adult's categorisations and assumptions.



Significant discussions will be recorded as appropriate so that Care Plans can be suitably adjusted, and parents and social workers can be included if necessary and required.

## **5. Primary Care:**

HND Children's Care Ltd deliver services that recognise and build on the strengths of children from all cultures, religions and backgrounds in ways that meet their needs and help them to achieve their full potential.

Every effort is made to ensure that the home is welcoming to all children, and to others significant in their care and wellbeing. Cultural, racial, ethnic, and religious expectations regarding the choice of clothes, food and personal requisites are supported and actively promoted. This includes ensuring that there is choice within daily menus reflecting different cultural and ethnic backgrounds, and that children / young people have access to appropriate skin and hair care including make-up, oils, creams, and lotions.

HND Children's Care Ltd will identify local community resources that contribute to meeting the needs of individuals - these are highlighted and promoted and where they do not meet required needs, alternatives are sought and suitably identified regardless of geographical location.

Children are encouraged and enabled to celebrate their own religious festivals and assisted in understanding and acknowledging the religious festivals of others. Some children may express doubts about continuing their religious beliefs or practices; whilst having regard for their wishes, it is important that they are helped to recognise and discuss their choices and the implications for their relationships with their family and community. Additional support is offered to staff and / or children who are finding difficulty in understanding diverse or complex situations.

## **6. Children's Religion:**

Children are encouraged and given the opportunity to practice cultural, religious, or ethnic customs and characteristics without interference or prejudice. Where religious practices require special clothing or special diet, children are appropriately equipped and advice is sought from either the child's family or local religious leaders, where necessary.

Children are enabled to celebrate their own religious festivals and assisted in understanding and acknowledging the religious festivals of others. It is recognised that it is natural that some young people may express doubt about continuing their religious beliefs or practices; whilst having regard for their wishes, it is important that they are helped to recognise and discuss their choices.

## **7. Prayers:**

Where special privacy is needed in order to pray during the course of the day consideration



will be given to how best to provide this, whilst also considering the impact on other children and the group as a whole.

### **8. Clothing:**

Our clothes are a way of expressing our own personal identity, culture and association with a group or trend. Children will often express themselves through dress; sometimes they may feel pressured to follow the latest fashion trends.

Some children from minority ethnic communities will have particular clothing that they are required to or choose to wear which identifies them with the culture of their community, where this is the case staff must respect and support the child. Where possible staff should familiarise themselves with the way in which the garments should be worn and how the articles should be laundered.

Some children from minority ethnic groups choose to dress in clothing like other children which also reflects their identity with music, sport and so on; however, adhering to the dress code of the child's culture may still include restrictions on the individual's appearance, for example, not being allowed to show their legs or bare their arms as Islamic law says that Muslim women must keep their bodies and figures hidden.

### **9. Medical Implications of Religious Background:**

Where a religion or religious sect prohibits certain forms of medical treatment or requires disfiguring or disabling operative or mutilating treatment, a balance needs to be reached between a parent's legal rights and responsibilities, the relevant authority's view of the child's best interests and the views of those who know the child well. Efforts will be made through the social worker to obtain written information with regard to health rules of any particular religion or any medical health rules proposed and, if necessary, legal advice will be sought.

**End.**