

**Title:**

Equality, Diversity, and Inclusion Policy for The Becalm Foundation - Empowering Schoolchildren, including those with Social and Emotional Mental Health needs (SEMH) and Special Educational Needs (SEN) In Schools and Youth Work Settings

**Introduction:**

The Becalm Foundation is committed to fostering an inclusive and supportive environment for schoolchildren, including those with SEMH/SEN within schools, at home and youth work setting. We recognize the importance of promoting equality and diversity to ensure that all children, regardless of their background, abilities, or characteristics, have equal access to opportunities and resources. This policy outlines our commitment to promoting equality, embracing diversity, and creating an inclusive atmosphere for all participants involved in our programs, including those with SEMH and SEN.

**Vision and Purpose:**

The Becalm Foundation's Equality, Diversity, and Inclusion Policy aim to:

- a. Foster an inclusive culture: Create a nurturing environment where every child, including those with SEMH/SEN, feels valued, respected, and empowered.
- b. Eliminate discrimination: Prohibit any form of discrimination or harassment within the organization and ensure that all policies, practices, and procedures are fair and unbiased.
- c. Encourage diversity: Celebrate the diverse backgrounds and identities of the children we work with and actively seek to represent and respect their unique perspectives.

**Responsibilities:**

- a. Board of Directors: The Board will oversee the implementation and review of the policy, ensuring compliance with relevant legislation and regulations related to children.

b. Staff: All staff members, including volunteers and contractors, are responsible for upholding the principles of equality, diversity, and inclusion in their interactions with all schoolchildren.

c. School Partnerships: We will collaborate with schools and youth work settings to promote an inclusive and diverse atmosphere that reflects our values and accommodates the needs of all children including those with SEMH/SEN.

### **Recruitment and Training:**

a. Inclusivity in recruitment: The Becalm Foundation will actively seek to attract diverse talent, including individuals with experience in supporting children with SHE/SEN, during the recruitment process to ensure a representative and inclusive workforce.

b. Training and awareness: All staff will undergo regular training on equality, diversity, and inclusion, with specific emphasis on supporting children with SEMH/SEN to improve understanding and responsiveness to their unique needs.

### **Equal Opportunities:**

a. Access to programs: We will ensure that all schoolchildren, including those with SEMH/SEN, have equal access to our programs, providing appropriate support and accommodations to facilitate their participation.

b. Tailored support: Reasonable adjustments and additional support will be provided to accommodate the needs of children with SEN, ensuring their full inclusion in all activities.

### **Anti-Discrimination and Harassment:**

a. Prohibition of discrimination: Discrimination or victimisation on the basis of race, ethnicity, religion, gender, sexual orientation, disability or any other characteristic will not be tolerated.

b. Harassment: The Becalm Foundation has a zero-tolerance policy for any form of harassment, and all reported incidents will be promptly investigated and addressed.

### **Communication and Feedback:**

a. Open communication: We encourage open dialogue with schoolchildren, parents, and stakeholders, including those with SEMH/SEN, to promote transparency and address any concerns related to equality and inclusion.

b. Feedback mechanism: An accessible feedback process will be in place to collect suggestions and complaints related to the organisation's quality and inclusion efforts, with specific consideration for the experiences of children with SEMH/SEN.

### **Monitoring and Evaluation:**

a. Data collection: The Becalm Foundation will collect and analyse data on the diversity of school children participating in our programs, including those with SEN, to ensure representation and inclusivity.

b. Policy review: This policy will be regularly reviewed and updated to reflect changing needs, best practices, and legal requirements related to supporting children with SEMH/SEN.

### **Conclusion:**

The Becalm Foundation is dedicated to creating an environment that celebrates diversity, ensures equality of opportunity, and fosters inclusion for all schoolchildren, including those with SEMH/SEN in schools, at home and youth work settings. Through this policy, we commit ourselves to embrace diversity, challenge discrimination, and continually work towards a more inclusive society, ensuring that children with SEMH/SEN have the same opportunities for growth and development as their peers.

Director: Louis Pugh Signature: *L PUGH* Date: 30/05/25

Director: Martin Lee Signature: *M LEE* Date: 30/05/25

Director: Nataniel Peters Signature: *N PETERS* Date: 30/05/25