



Equality & Inclusion Policy

Purpose

Kids Adventure Days is committed to providing an inclusive, welcoming, and respectful environment for all children, parents/carers, staff, visitors, and partners. We believe that everyone has the right to be treated with dignity and respect and to have equal access to the opportunities and services we provide.

This policy outlines our commitment to promoting equality, valuing diversity, preventing discrimination, and ensuring inclusion across all areas of our work.

Scope

This policy applies to:

- All children attending Kids Adventure Days sessions and events
- All parents, carers, and guardians
- All staff, volunteers, contractors, and activity leaders
- All visitors and external professionals

It applies to all aspects of our provision, including recruitment, service delivery, behaviour management, activity planning, communication, and interactions within any Kids Adventure Days setting.

Legal Framework

Kids Adventure Days complies fully with the Equality Act 2010, which protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We are committed to eliminating unlawful discrimination, harassment, and victimisation in all forms.

Definitions

Direct Discrimination

Treating someone less favourably because of a protected characteristic.

Indirect Discrimination

A policy or practice that applies to everyone but disadvantages a particular group.

Harassment

Unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, or offensive environment.

Victimisation

Treating someone unfairly because they have made, supported, or are believed to have made a complaint.

Our Commitment to Equality and Inclusion

Kids Adventure Days promotes fairness, respect, and equal opportunity by ensuring that:

- All children have equal access to activities, experiences, and opportunities
- Individual needs are recognised and supported
- Barriers to participation are identified and removed wherever possible
- Discriminatory behaviour, language, or attitudes are challenged immediately
- Diversity is respected, valued, and celebrated
- Positive representation is reflected across activities, resources, and interactions

Anti-Discrimination and Anti-Racism

Kids Adventure Days has zero tolerance for discrimination, racism, bullying, or harassment in any form.

If a discriminatory or racist incident occurs:

- It will be addressed immediately
- It will be recorded appropriately
- Parents/carers will be informed where relevant
- Appropriate action will be taken in line with safeguarding and behaviour policies

Reasonable Adjustments

We are committed to making reasonable adjustments to support:

- Children with Special Educational Needs and Disabilities (SEND)

- Disabled parents, carers, or visitors
- Disabled staff or contractors

Adjustments may include:

- Adapted activities or resources
- Additional supervision or support
- Changes to communication methods
- Physical accessibility support

We work in partnership with parents and schools to ensure children are supported safely and inclusively.

Inclusive Practice and Activity Planning

All activities and sessions delivered by Kids Adventure Days will:

- Be planned with sensitivity to children's individual needs
- Reflect diversity in culture, ethnicity, ability, gender, and family background
- Avoid stereotypes or biased content
- Promote respect, empathy, and understanding

Staff will intervene positively if discriminatory behaviour occurs during sessions.

Staff Responsibilities

All staff and contractors working with Kids Adventure Days must:

- Treat everyone with dignity, fairness, and respect
- Model inclusive and respectful behaviour at all times
- Use inclusive and non-discriminatory language

- Challenge and report discriminatory behaviour or comments
- Follow this policy and all related safeguarding procedures

Reporting Concerns

Any concerns or incidents relating to discrimination, harassment, or exclusion should be reported to the designated manager.

Reports will be:

- Taken seriously
- Investigated promptly
- Handled sensitively and confidentially

Where necessary, concerns may be escalated in line with safeguarding procedures.

Monitoring and Review

Kids Adventure Days monitors equality and inclusion through:

- Ongoing staff feedback and observations
- Incident and complaint records
- Review of activity planning and delivery
- Regular policy reviews

This policy is reviewed annually to ensure compliance with legislation and best practice.

12. Enforcement

Failure to comply with this policy may result in:

- Behaviour management procedures for children
- Withdrawal of services where necessary

- Disciplinary action for staff or contractors

Serious breaches will be dealt with in line with safeguarding and disciplinary procedures.

Contact Information

If you have any questions about this policy, please contact:

Kids Adventure Days

Email: Support@kidsadventuredays.com

Last reviewed: November 2025

Next review: November 2026