



Equality, Diversity & Inclusion Policy

Organisation: Kids Adventure Days Ltd

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Policy Owner: Kids Adventure Days Ltd

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1. Policy Statement

Kids Adventure Days Ltd is committed to creating an inclusive, welcoming and respectful environment in which children, families, staff and visitors are treated fairly and with dignity.

We value diversity and believe that every child should have an appropriate opportunity to participate in and enjoy our provision.

Kids Adventure Days does not tolerate unlawful discrimination, harassment, victimisation, bullying or prejudicial behaviour.

We aim to identify and reduce barriers to participation and make reasonable adjustments where required and appropriate.

2. Scope

This policy applies to:

- Children attending Kids Adventure Days.
- Parents, carers and guardians.
- Employees.
- Directors and managers.
- Volunteers.
- Students and work-placement individuals.
- Agency workers.
- Contractors and activity leaders.
- Visitors.

It applies across Kids Adventure Days activities and operations, including:

- After-school care.
- Extra-curricular clubs.
- Holiday clubs and holiday provision.
- Events and children's activities.
- Recruitment and employment.
- Communication with families.
- Activity planning and delivery.
- Behaviour management.
- Access to our services.

3. Legal Framework

Kids Adventure Days will act in accordance with applicable equality legislation, including the **Equality Act 2010**.

The protected characteristics under the Equality Act are:

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

- Sexual orientation.

How particular protections apply can depend on the context, including whether the matter concerns employment or provision of services.

Kids Adventure Days will not unlawfully discriminate against an individual because of a protected characteristic.

4. Our Commitment

Kids Adventure Days aims to:

- Treat children fairly and respectfully.
- Provide an inclusive environment.
- Promote equal opportunity.
- Recognise individual needs.
- Identify barriers to participation.
- Make reasonable adjustments where required.
- Challenge discriminatory behaviour.
- Promote positive attitudes towards diversity.
- Ensure activities and resources are appropriately inclusive.
- Work constructively with parents/carers and schools.
- Maintain fair employment and recruitment practices.

5. Types of Discrimination

Direct Discrimination

Treating someone less favourably because of a protected characteristic.

Indirect Discrimination

Applying a provision, criterion or practice that disadvantages people sharing a protected characteristic and cannot be objectively justified.

Harassment

Unwanted conduct related to a relevant protected characteristic that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment, subject to the applicable legal framework.

Victimisation

Treating someone detrimentally because they have done, or are believed to have done, a protected act such as raising a discrimination complaint.

Kids Adventure Days will take concerns about discrimination seriously.

6. Inclusion of Children

We aim to enable children to participate meaningfully in Kids Adventure Days activities.

Staff should:

- Consider children's individual needs.
- Avoid unnecessary assumptions about children's abilities.
- Adapt activities where reasonably possible.
- Encourage children to participate without forcing them.
- Provide appropriate choices.
- Promote respectful interaction.
- Consider accessibility when planning activities.

Being inclusive does not mean every activity will always be suitable for every child in exactly the same form.

Reasonable adaptations may be required.

7. Special Educational Needs and Disabilities (SEND)

Kids Adventure Days welcomes children with SEND and will consider how their individual needs can reasonably be supported.

We recognise that children with SEND may experience additional barriers to participation.

Where appropriate, we may work with:

- Parents/carers.
- The child's school.
- SENCOs.
- Other relevant professionals.

This can help us understand the child's needs and identify appropriate support.

8. Reasonable Adjustments

Kids Adventure Days will consider reasonable adjustments for disabled children, parents/carers, staff and others where applicable.

Adjustments may include:

- Adapting an activity.
- Changing instructions or communication methods.
- Providing additional visual information.
- Adjusting the environment.
- Providing additional time.
- Modifying equipment where reasonably practicable.
- Considering staffing arrangements.
- Supporting sensory needs.
- Adjusting routines or transitions.

The appropriate adjustment will depend on the individual's needs and circumstances.

9. Individual Assessment

Where a child requires additional support, Kids Adventure Days will consider their needs individually.

We will avoid blanket assumptions such as:

- A particular diagnosis automatically making a child unable to participate.
- Every child with the same condition requiring the same support.
- Challenging behaviour automatically being deliberate misconduct.

Where appropriate, an individual support or risk-management arrangement may be developed.

10. Safety and Inclusion

Health and safety considerations will be addressed in a way that aims to support participation rather than unnecessarily exclude children.

Where an activity creates a particular risk, Kids Adventure Days will consider whether the risk can reasonably be reduced through:

- Adaptation.

- Additional supervision.
- Different equipment.
- Alternative participation.
- Other reasonable measures.

Where Kids Adventure Days cannot safely meet a child's particular needs despite reasonable consideration of adjustments, this will be discussed sensitively with the parent/carer.

11. Behaviour and SEND

Staff must consider whether behaviour may be related to:

- SEND.
- Communication needs.
- Sensory needs.
- Emotional regulation.
- Medical conditions.
- Other additional needs.

Reasonable adjustments to behaviour-management strategies should be considered where appropriate.

Children must not be unfairly punished for behaviour arising from needs they cannot reasonably control.

This does not mean unsafe behaviour will be ignored. Appropriate measures will still be taken to protect the child and others.

12. Race and Ethnicity

Racism will not be tolerated.

Racist language, stereotypes, harassment or discriminatory behaviour will be challenged.

Kids Adventure Days aims to ensure that:

- Children from all racial and ethnic backgrounds feel welcome.
- Activities and resources do not unnecessarily reinforce stereotypes.
- Racist incidents are taken seriously.
- Children affected by racism receive appropriate support.

Significant or repeated incidents will be recorded and escalated where appropriate.

13. Religion and Belief

Kids Adventure Days respects different religions, beliefs and non-religious beliefs.

Where reasonably possible, we will consider needs relating to:

- Dietary requirements.
- Religious observance.
- Clothing.
- Participation in particular activities.

No child should be mocked, excluded or treated unfairly because of their religion or belief.

14. Sex and Gender

Children must be treated fairly regardless of sex.

Staff should avoid unnecessary gender stereotypes, including assumptions that particular:

- Sports.
- Activities.
- Colours.
- Toys.
- Crafts.
- Roles

are only appropriate for boys or girls.

Children should be encouraged to participate according to their interests and abilities.

15. Disability

Disabled children and adults will be treated with dignity and respect.

Kids Adventure Days will consider accessibility and reasonable adjustments where applicable.

Staff must not:

- Mock disability.
- Use derogatory language.
- Deliberately exclude a child because of disability without appropriate consideration.
- Assume a disabled child cannot participate without considering reasonable adjustments.

16. Families and Different Backgrounds

Kids Adventure Days recognises that children may come from a wide variety of family structures and backgrounds.

Staff must speak respectfully about children's families.

Children must not be treated unfavourably because of their family circumstances.

17. Socioeconomic Circumstances

Although socioeconomic circumstances are not themselves a protected characteristic under the Equality Act, Kids Adventure Days aims to treat families respectfully regardless of their financial circumstances.

Staff must not embarrass or stigmatise children because of:

- Financial hardship.
- Clothing.
- Housing circumstances.
- Eligibility for financial support.
- Other family circumstances.

Information about financial arrangements will be handled sensitively.

18. Anti-Bullying and Prejudicial Behaviour

Discriminatory bullying will be taken seriously.

This may include bullying related to:

- Race.
- Disability.
- Religion.

- Sex.
- Sexual orientation.
- Perceived differences.
- SEND.
- Family circumstances.
- Other personal characteristics.

Staff should:

1. Challenge inappropriate behaviour.
2. Support the child affected.
3. Explain why the behaviour is unacceptable in an age-appropriate manner.
4. Record significant incidents.
5. Inform parents/carers where appropriate.
6. Report safeguarding concerns to the DSL.

19. Discriminatory Incidents

Where a discriminatory incident occurs, staff should respond promptly.

Depending on the circumstances, action may include:

- Challenging the behaviour.
- Supporting those affected.
- Recording the incident.
- Informing the DSL or manager.
- Informing parents/carers.
- Liaising with the school.
- Reviewing behaviour-support arrangements.
- Making a safeguarding referral where necessary.

Serious or repeated discriminatory incidents may constitute a safeguarding concern.

20. Children's Voice

Children should be encouraged to:

- Express their views.
- Raise concerns.
- Make age-appropriate choices.
- Contribute to activities.

- Tell staff when something makes them uncomfortable.

Staff should listen to children's views while maintaining appropriate adult responsibility for safety and welfare.

21. Promoting Respect and Positive Values

Kids Adventure Days aims to help children develop:

- Respect for others.
- Kindness.
- Fairness.
- Understanding of differences.
- Confidence to express themselves appropriately.
- Respect for rules and boundaries.

Activities may provide opportunities for children to cooperate, make choices and learn about different people and experiences.

22. Fundamental British Values

Where relevant to our provision, Kids Adventure Days supports the principles commonly described as Fundamental British Values:

- Democracy.
- Rule of law.
- Individual liberty.
- Mutual respect.
- Tolerance of those with different faiths and beliefs.

These principles may be promoted in age-appropriate ways through:

- Children's choices.
- Group expectations.
- Respectful discussion.
- Taking turns.
- Voting on activities.
- Understanding boundaries.
- Celebrating differences.

They will be promoted in a way that is appropriate to the ages and nature of the children attending.

23. Activities and Resources

Staff should consider diversity and inclusion when selecting:

- Books.
- Toys.
- Images.
- Craft activities.
- Themes.
- Role-play resources.
- Examples used with children.

Resources should, where reasonably possible, reflect a variety of:

- Cultures.
- Families.
- Abilities.
- Backgrounds.
- Experiences.

Materials that promote discriminatory stereotypes should be avoided.

24. Food and Dietary Inclusion

Where food is provided, Kids Adventure Days will take reasonable account of relevant:

- Allergies.
- Medical dietary requirements.
- Religious dietary requirements.
- Other communicated dietary needs.

Food safety and allergy requirements will remain the priority.

Further arrangements are contained within the **Food Safety & Hygiene Policy**.

25. Recruitment and Employment

Kids Adventure Days aims to maintain fair and appropriate recruitment and employment practices.

Recruitment decisions will be based on relevant factors including:

- Suitability.
- Experience.
- Qualifications.
- Skills.
- Safeguarding requirements.
- Ability to perform the role.

Unlawful discrimination will not be tolerated.

Reasonable adjustments will be considered for disabled applicants and staff where required.

26. Staff Responsibilities

All staff must:

- Treat children, families and colleagues respectfully.
- Follow this policy.
- Challenge discriminatory behaviour appropriately.
- Avoid discriminatory language.
- Avoid reinforcing inappropriate stereotypes.
- Consider reasonable adjustments.
- Report significant incidents.
- Model inclusive behaviour.

Staff must not express discriminatory views to children or use their role to promote prejudice.

27. Parents and Carers

Parents/carers are expected to communicate respectfully with:

- Children.
- Staff.
- Other families.
- Visitors.

Discriminatory, threatening or abusive behaviour towards staff, children or families will not be accepted.

Serious incidents may result in appropriate action to protect children and staff.

28. Visitors and Contractors

Visitors and contractors are expected to behave consistently with Kids Adventure Days' commitment to equality, dignity and respect.

Discriminatory behaviour will be challenged and may result in the individual being asked to leave where appropriate.

29. Complaints About Discrimination

Parents/carers, staff and others may raise concerns about discrimination through the **Kids Adventure Days Complaints Policy** or relevant staff procedures.

Complaints will be:

- Taken seriously.
- Considered fairly.
- Handled sensitively.
- Recorded where appropriate.

Safeguarding concerns will be referred to the DSL.

30. Recording and Monitoring

Significant discriminatory incidents will be recorded appropriately.

Records may include:

- Date and time.
- Individuals involved.
- Nature of the incident.
- Action taken.
- Support provided.
- Parent/carer communication.
- School communication where relevant.
- Safeguarding action.
- Follow-up.

Management may review patterns to identify whether changes to activities, staff practice or support arrangements are required.

31. Confidentiality

Information concerning equality, disability, SEND and individual support needs will be handled appropriately.

Information will only be shared where there is an appropriate reason, such as:

- Supporting the child.
- Making reasonable adjustments.
- Safeguarding.
- Health and safety.
- Legal obligations.

32. Links With Other Policies

This policy should be read alongside:

- Safeguarding & Child Protection Policy.
- Positive Behaviour Policy.
- Safer Recruitment Policy.
- Whistleblowing Policy & Staff Code of Conduct.
- Health & Safety Policy.
- Food Safety & Hygiene Policy.
- Complaints Policy.
- Data Protection & Privacy Policy.

33. External Support

Equality Advisory and Support Service: 0808 800 0082

Childline: 0800 1111

Ofsted: 0300 123 1231

Relevant local safeguarding contacts will be maintained for settings where Kids Adventure Days operates.

34. Policy Review

This policy will be reviewed at least annually, or sooner if:

- Equality legislation or relevant guidance changes.
- A significant discrimination or inclusion concern occurs.

- Kids Adventure Days expands into new settings, services or age groups.
- The needs of children attending require different arrangements.
- A school, regulator, safeguarding professional or other relevant organisation recommends changes.

Learning from complaints and incidents will be incorporated into practice where appropriate.

Significant changes will be communicated to relevant staff.