



## **Equality & Inclusion Policy**

**Designated Safeguarding Leads (DSL): Zara Bouait & Nick Komey**

**Emergency Contact Number: 07555 539376**

**Last Reviewed: May 2026 | Next Review: September 2026 (to align with annual KCSIE updates)**

### **Purpose**

Kids Adventure Days is committed to providing an inclusive, welcoming, and respectful environment for all children, parents, and staff. We believe everyone has the right to be treated with dignity and to have equal access to our activities. We fully comply with the Equality Act 2010.

### **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.

## **Promoting Fundamental British Values**

As an Ofsted-registered provider, we actively promote values that challenge prejudice and build a culture of mutual respect:

**Democracy:** We involve children in decision-making, such as voting on weekly themes or activities.

**The Rule of Law:** We ensure children understand our "Club Code" and why boundaries keep everyone safe.

**Individual Liberty:** We empower children to make their own choices in a safe, supportive space.

**Mutual Respect & Tolerance:** We celebrate the diverse faiths, cultures, and family backgrounds within our Westminster community.

## 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 a zero-tolerance policy toward racism, bullying, or harassment.

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

**Immediate Action:** Any discriminatory language or behaviour will be challenged immediately by staff.

**Recording:** All incidents are recorded in our Equality Incident Log, and the Lead DSL is informed.

**Reporting:** Serious incidents will be discussed with parents and, where necessary, reported to the local authority or the child's primary school.

### **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
- Attend regular training on inclusion and unconscious bias.
- Follow this policy and all related safeguarding procedures
- Challenge stereotypes in activity planning (e.g., ensuring all sports and crafts are open to all genders).

## **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.

## **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](mailto:Support@kidsadventuredays.com)

## **External Support Contacts**

**Westminster Family Information Service:** 020 7641 7929

**Equality Advisory & Support Service (EASS):** 0808 800 0082

**Ofsted:** 0300 123 1231