



Equal Opportunities and Diversity Policy

Aim of Policy - Kids Allowed are committed to equality and diversity within the Centres. Our goal is to ensure that these commitments, reinforced by Kids Allowed Values, are embedded in our day-to-day working practices with all our customers, colleagues and partners.

Policy

The aim of the policy is to ensure that all job applicants and colleagues receive fair treatment regardless of their gender, sexual orientation, race, nationality, ethnic and national origin, disability, age, trade union membership, religious beliefs, work location and working hours.

We do this by adhering to all equal opportunities legislation and ensuring that we are fair, objective, transparent and free from discrimination in all of our systems, processes, procedures, activities and decisions. Unlawful discrimination will not be tolerated.

As an employer, we aim to recruit, train, develop and support colleagues fairly. We want to have a culture of learning and of sharing good practice. We welcome different perspectives, skills and backgrounds.

- Every colleague is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Encourage positive role models within the Centre's environment, using toys, resources, activities and equipment that will promote non-stereotyped images.
- Challenge language, actions, behaviours and attitudes which may be considered oppressive, offensive or discriminatory.
- Encourage children to participate in a variety of activities and provide opportunity to experience a diversity of cultures and religions.
- Ensure parents whose first language is not English have positive consideration in terms of resources and information materials.
- Ensure that all activities and services provided are accessible and take practical steps to ensure access to people with any disability.
- Value diversity and respecting the individual regardless of their circumstances and not making judgements based on family background or social circumstances.
- Wherever possible, cater for those designated with a disability or additional needs, taking into account their individual circumstances.
- The provision of a designated Equal Opportunity and Diversity Coordinator within each Kids Allowed Centre.
- Breaches of our *Equal Opportunities and Diversity Policy* will be regarded as possible misconduct and could lead to disciplinary proceedings.