



## 1066 Kids Club equality, diversity and inclusion policy

1066 Kids Club is committed to encouraging equality, diversity and inclusion among our workforce, participants and actively promoting equality in our setting. The aim is for our community to be truly representative of all sections of society, and for each employee/family to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of anyone in our community or the public.

### Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

3. Our policy also support our wider commitment to creating a welcoming space for all where individuals are respected and supported. Equality and Inclusion in our setting is key to supporting all children to engage in activities and for all practitioners to feel they are contributing to our community of learning.

## Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice for creating a positive community.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. Create a space where all children and families feel welcome and respected. Where all children are supported to join in and have equal opportunity.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, service users, visitors, the public and any others in the course of the organisation's work activities. Language or behaviour which causes concern will be treated as a safeguarding concern and will be shared with parents and children's schools to ensure appropriate support is put in place.
4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them regularly, and

considering and taking action to address any issues.

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We understand that some children may need adaptations or adjustments in order to access our play opportunities. We are committed to working with families to ensure children have fair access. We can work with families to create a personal support plan to ensure all children with SEN needs can join in. We will make reasonable adjustments to provision to ensure all children can enjoy the activities at our club regardless of disability or any other barrier such as EAL.

Reviewed 16th June 2024 Fran Simpson Director

Reviewed 29 Nov 2025 Fran Simpson Director

Review 1 August 2026 Fran Dando Director