



Kids Kinetic LTD Equality and Diversity Policy

1. Policy Statement

Kids Kinetic LTD is committed to promoting equality and diversity and eliminating discrimination in all its forms. We aim to create a working environment where everyone is treated with respect and dignity and where there is equal opportunity for all.

2. Objectives

- To promote equality of opportunity for all.
- To create a positive and inclusive culture free from discrimination.
- To comply with all relevant equality legislation and best practices.
- To ensure all staff understand their responsibilities under this policy.

3. Scope

This policy applies to all employees, volunteers, service users, contractors, and visitors of Kids Kinetic Ltd.

4. Legal Framework

This policy is underpinned by the Equality Act 2010 and other relevant legislation. Kids Kinetic LTD will comply with these laws and uphold the principles they embody.

5. Responsibilities

5.1. Directors and Managers

- Ensure that the equality and diversity policy is implemented and maintained.
- Promote a culture of equality and diversity within the organisation.
- Take appropriate action in cases of discrimination or harassment.

5.2. Employees

- Treat colleagues, service users, and others with respect and dignity.
- Avoid any discriminatory practices or behaviours.
- Report any incidents of discrimination or harassment to a manager or director.

5.3. Equality and Diversity Officer

- Monitor and review the effectiveness of the equality and diversity policy.
- Provide training and support to employees on equality and diversity issues.
- Investigate complaints of discrimination or harassment.

6. Equality and Diversity Principles

6.1. Non-Discrimination

Kids Kinetic Ltd will not tolerate discrimination based on age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

6.2. Equal Opportunities

We will provide equal opportunities in recruitment, training, and career development. All employees will be selected and treated on the basis of their abilities and merits only.

6.3. Inclusive Environment

We will create a supportive and inclusive environment that encourages all employees to achieve their potential.

6.4. Respect and Dignity

All employees are expected to treat each other, service users, and others with respect and dignity at all times.

7. Implementation

7.1. Recruitment and Selection

- Advertisements, job descriptions, and recruitment processes will be free from bias.
- Shortlisting, interviewing, and selection will be based solely on objective criteria.

7.2. Training and Development

- All employees will receive training on equality and diversity.
- We will provide opportunities for all employees to develop and progress.

7.3. Monitoring and Review

- We will regularly monitor the composition of our workforce and the effectiveness of our policies.
- This policy will be reviewed annually or as necessary to ensure it remains relevant and effective.

8. Handling Complaints

- All complaints of discrimination or harassment will be taken seriously and investigated promptly.

- Complaints should be made to a manager, director, or the Equality and Diversity Officer.
- Appropriate disciplinary action will be taken against anyone found to have breached this policy.

9. Signatures

This Equality and Diversity Policy is the authorised version agreed by the Directors of Kids Kinetic Ltd.

All employees are expected to follow this policy, and failure to do so could result in disciplinary action.

Reviewed: July 2024