



Ultimate Kids Ltd

Equality & Diversity Policy

Last updated: 01/09/2024

Aims and outcomes

Ultimate Kids will guarantee children with a safe, caring environment free from discrimination. Our aim is to help children learn the value of difference and increase their awareness of societal diversities. This can be achieved with adherence to the following principles:

- Discrimination based on Class, Culture Ethnicity, Sexual orientation, Gender, is unacceptable.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- Our activities aim to develop, educate, and prepare all our pupils for life whatever their Ability, Ethnicity, Family Background, Gender, Language Religion or Sexual orientation
- Ensure that Ultimate Kids recruitment policies and procedures are open, fair and non-discriminatory
- Work to fulfill all the legal requirements of the Equality Act 2010

Challenging inappropriate attitudes and practices

Ultimate Kids will challenge inappropriate attitudes and practices by engaging children and adults in discussion, displaying positive images celebrating diversity, and through our staff always modelling anti-discriminatory behaviour.

Promoting equal opportunities

- Staff receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language, or attitudes occur.

Children with additional needs

Ultimate Kids acknowledges that some children have additional needs or physical differences that require support and assistance. Prior to booking on to the camp parents are encouraged to disclose any additional needs their child may require, if a parent feels they need to communicate with Ultimate Kids directly, further consultation can be provided on request. Following consultation, reasonable adjustments will be made to ensure that children can access our services and are made to feel welcome.

Ultimate Kids will always support families to the best of their ability regarding additional support while on camp. However, Ultimate Kids Ltd acknowledges that some additional needs may be beyond the skill set and qualification standard of our staff.

- It is to the discretion of the parent/carer to decide whether our services are suitable for the individual.
- Ultimate Kids hold the right to deny access to services if it feels staff training isn't up to the standard needed to support the child effectively.

Accessibility

All venues hired by Ultimate Kids will fully support any additional needs regarding access to facilities. All venues must adhere to the requirements outlined by the Disability Discrimination Act (1995), SEN and Disability Act (2001).

Staff Recruitment

The company aims at all times to recruit the person who is most suited to the particular post. Recruitment will be solely based on the applicant's abilities, qualifications, experience, and merit as measured against the job description and specification. This aligns with the company's safer recruitment policy and process.

Shortlisting, interviewing and selection must always be carried out without regard to sex, civil partnership or married status, sexual orientation, gender reassignment, pregnancy or maternity, race, colour, nationality or ethnic or national origins, religion or belief or age. Any applicant who has a disability must not be excluded unless it is clear that the applicant does not meet the minimum criteria outlined in the person specification and they would still fail to do so even if reasonable adjustments were made to work premises or to work provisions, criteria or practices. Reasonable adjustments should also be made to the recruitment process to ensure that no applicant is placed at a substantial disadvantage because of their disability.

Managers conducting recruitment interviews must ensure that questions asked of job applicants are in no way discriminatory or personally intrusive. The interview should focus on the needs of the post and the skills, qualifications and experience needed to perform it effectively.

Monitoring

The policy will be reviewed a year after development and then every 12 months, or in the following circumstances:

- Changes in legislation and/or government guidance
- As a result of any other significant change or event.