

Diversity, Equity, Inclusion and Human Rights Policy

March 2025

1. Purpose and Context

This policy supplements and extends the Kids Equal Opportunities Policy

2. Scope

This policy is relevant to and should be followed by all colleagues working for or on behalf of Kids. (Please refer to Definitions for further explanation of colleagues).

3. Definitions

Kids recognise that discrimination is unacceptable, and use the definitions of discrimination within the Equality Act 2010 in relation to the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation.

Colleagues: The term includes employees, sessional workers, volunteers, students and trustees of Kids. This is also extended to independent contractors who are undertaking direct work with children or young people on behalf of the charity.

4.1 Policy applied to colleagues.

We are committed to working towards eliminating any unlawful discrimination on protected grounds in all aspects of our work.

The aim of the policy is to ensure that no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, gender, pregnancy or maternity, marital status, sexual orientation, gender reassignment, age or disability. Kids is a Disability Confident committed employer. This is a scheme designed to help organisations recruit and retain disabled people and people with health conditions for their skills and talent.

Kids will;

- ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and sessional workers, and made known to all applicants for employment;
- communicate the policy to all private contractors reminding them of their responsibilities towards the equality of opportunity;
- ensure the implementation of this policy in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant codes of practice;
- maintain a neutral working environment in which no employee or sessional worker feels under threat or intimidated.

4.2 Policy applied to users of Kids' services

We are committed to working towards eliminating any unlawful discrimination on protected grounds in all aspects of our work, and we value the individuality of all the children and young people we work with. We are committed to giving all Kids service users every opportunity to safely express themselves and to achieve their highest potential. Within this ethos we do not tolerate bullying, harassment or discrimination of any kind (see Kids Anti-bullying Policies and Procedures for more details).

We have included users of Kids services in this policy

in order to set expectations of what we require from our colleagues in relation to our service users.

This policy will help to ensure that Kids promotes the individuality of all our service users, irrespective of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, gender, pregnancy or maternity, marital status, sexual orientation, gender reassignment, age or disability, background or behaviour. We aim to ensure that the service we offer fosters positive attitudes to all people.

This policy communicates Kids' commitment to equality and establishes objectives, responsibilities, and monitoring arrangements for the charity. The policy itself should be actively promoted and made readily available so that colleagues, users, and the wider community are aware of Kids' ethos and commitment to inclusion and equality.

Our commitment is demonstrated through;

- celebrating Individuality and endorsing the principle of inclusion throughout the charity (one of Kids Values and Behaviours)
- eliminating barriers in order to maximise participation and development of all our service users
- promoting mutual understanding and respect for the diversity of the communities we serve
- drawing on the diverse experiences, skills and lived experiences of colleagues and the wider community
- actively challenging discriminatory behaviour to ensure that no child, young person or parent/carer suffers unlawful discrimination, and to act on any such incidence in accordance with Kids' rules on behaviour (see Kids Behaviour Management Policy and Procedure for more details)
- enabling all children to have the right to appropriate access, with our aim being for each child or young person to have an equal opportunity to play, learn, grow and thrive
- monitoring the impact of all our policies on minority groups.

5. Procedures

5.1 Procedures for the benefit of Kids' colleagues

5.1.1 Recruitment and selection

- The recruitment and selection processes are crucially important to any equal opportunities policy. We will endeavour, through appropriate training, to ensure that employees making selection and recruitment decisions will not unlawfully discriminate on any protected ground, whether consciously or unconsciously, in making these decisions.
- Promotion and advancement will be made on merit, and all decisions relating to this will be made within the overall framework and principles of this policy.
- Job descriptions will be in line with this policy and job requirements will be reflected accurately in any personnel specifications.
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies and only use external recruitment agencies with similar policies.
- Where possible, more than one person will conduct shortlisting and interviewing, and a service user will be included whenever applicable.
- Recruitment and selection decisions will not be based on any unlawful discrimination.

5.1.2 Training and promotion

Senior colleagues will receive training on applying this policy to ensure that they are aware of its contents and provisions.

5.1.3 Reporting a Complaint

If an employee believes they have been subject to unlawful discrimination on protected grounds (see section 3 Definitions), they should refer to Kids Grievance Policy and Procedure for further information.

5.1.4 Complaint made against an employee

If a complaint is made against an employee this will be dealt with under Kids Capability and Disciplinary Policy and Procedure.

5.1.5 Colleagues outside the scope of Kids Diversity, Equity and Inclusion Policy and Procedure

The principle and purpose of the Diversity, Equity

and Inclusion Policy and Procedure applies to all Kids colleagues (see section 3 Definitions); however, sections 6.1.3 and 6.1.4 above apply specifically to Kids employees. Kids may adapt the above process and follow a revised procedure as appropriate for all other categories of colleagues.

5.1.6 Monitoring for the benefit of Kids Colleagues

The purpose of monitoring is to identify trends and patterns that may show differences and inequalities between groups of role applications and colleagues. Monitoring may involve;

- the collection and classification of information regarding the protected characteristics of applicants and current employees;
- recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions;
- the results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy;
- where required, we may seek external support from The Employers Network for Equality & Inclusion (ENEI) to ensure that our practices are inclusive and champion diversity, equality, and inclusion.

5.2 Procedures for the benefit of Kids Service Users

5.2.1 General guidelines

Kids, as a charity, will;

- ensure that service provisions are available to as many children and/or young people in the specified age range as resources allow, with no child or young person being unfairly excluded or disadvantaged;

- ensure that all potential service users have access to information about the services and that all leaflets and publicity materials are easy to read, and understandable, and use positive images of diversity;
- ensure that Kids colleagues consult regularly with service users and their families to evaluate services and look at ways of development/enhancement;
- ensure service delivery practices and content encourage positive attitudes to difference, cultural diversity, race equality, using cultures as a resource for activity ideas and discussion;
- reflect the diversity of early years, play and leisure, youth groups and the playground users, and help children and young people appreciate and value each other's differences, through promoting activities such as festivals, food, games, books, role play, equipment (such as dolls) and other play opportunities that illustrate this;
- actively tackle discrimination through reports and newsletters to parents, discussions, activities and displays of children's work;
- ensure colleagues have the necessary support to ensure that they are aware of their responsibilities and are better equipped to deal with issues relating to diversity, equity and inclusion;
- Commit to taking proactive steps to prevent colleagues experiencing sexual harassment whilst working for Kids, and also to comprehensively investigate and find resolution to any alleged acts of sexual harassment.
- ensure that the Kids website displays a wide range of positive images and objects that reflect non-stereotypical roles of racial, cultural and religious diversity and images of the diversity of disability;
- do our best to facilitate access to tools such as interpreters and document translation to provide support, information and services to parents/carers, staff and visitors for whom the English language isn't appropriate;
- ensure that Kids obtains information about the local community with which to compare our monitoring records.

Kids Colleagues;

- must take into account children and young people's cultural backgrounds, language needs and religious requirements to ensure that all participants feel fully included - personally, racially and culturally;
- should encourage all children and young people to play freely with each other and participate equally in the fullest possible range of activities;
- must take action to ensure that playing work games, activities, events, puzzles, books and other materials promote diversity;
- must ensure that all personal and intimate care procedures respect the dignity and culturally diverse needs of all users;
- must take care to give positive responses to other languages;
- must be able to recognise incidents of racial bias or abuse and take immediate action in dealing with them (see Kids Anti-bullying Policies for more details);
- must make clear to children and young people what constitutes racist or discriminatory behaviour and have clear procedures for dealing quickly with incidents of racist or discriminatory behaviour;
- should be proactive in building positive relationships with local communities. They should be open, friendly and welcoming to children, young people and other community members; promoting mutual confidence and trust.
- Have a shared responsibility to help create and maintain an environment free of sexual harassment.

5.2.2 Action

If racial harassment or discriminatory behaviour involves children or young people, it must be reported and recorded on an Incident Report Form. This is important so that the levels of racially or discriminatorily motivated behaviour can be monitored and reviewed and appropriate action taken. Such incidents need to be acted upon immediately and dealt with through procedures set out in the Kids Anti-bullying Policy.

5.2.3 Monitoring for the benefit of Kids service users

This policy will be monitored to ensure that our aims are being achieved and to address any problems in achieving those aims.

The purpose of monitoring is to identify trends and patterns that may show differences and inequalities between groups and is a method of ensuring that people are receiving the services they need. If trends of under-representation of certain children or young people are identified, it may be that the service is not reaching all those in the community and specific targeting may be required. KIDS uses service monitoring forms to compile this information.

Users and their families are also given questionnaires about Kids' services, asking for feedback on how satisfied they are with the services they receive and what areas they feel could be improved upon.

6. References

6.1 Legislation, regulations and national guidance

- Equality Act 2010
- Amendment to Equality Act 2010 – Worker Protection Act (October 2024)
- The Vision of the Equalities Human Rights Commission
<http://www.equalityhumanrights.com/about-us/about-commission/our-vision-and-mission>.
- The UN Convention on the Rights of the Child (and in particular Article 23: see Appendix 1)
- UN Convention on the Rights of Persons with Disabilities (and in particular Article 7: see Appendix 2)

6.2 Associated documents and guidance

- Kids Behaviour Management Policy and Procedures
- Kids Anti Bullying and Peer Abuse of Service Users Policy and Procedures

- Kids Safer Recruitment Policy and Procedures
- Kids Anti Bullying and Harassment Policy and Procedures
- Kids Grievance Policy and Procedures

7. Appendices

Appendix 1: Kids' Statement of intent on Equality, diversity and Inclusion [Quality and safety - Kids](#)

9.2 Appendix 2: The UN Convention on the Rights of the Child (Article 23)

9.3 Appendix 3: The UN Convention on the Rights of Persons with Disabilities Article