



Get With The Kids Vibe
Equal Opportunities Policy



Get With the Kids Vibe Equality Policy

Get With the Kids Vibe we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve our objective of creating an environment free from discrimination and welcoming to all, the Camp will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status and HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the company recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

Racial harassment

Get With the Kids Vibe will not tolerate any form of racial harassment. GWTKV will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the camp, from team members & volunteers, and from any other adults on camp premises (eg parents/carers collecting children).

Equal Opportunities Named Coordinator

Get With the Kids Vibe Equal Opportunities Named Coordinator (ENCO) is [Akile Alexander](#). The ENCO is responsible for ensuring that:

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

Children with additional needs

Get With the Kids Vibe recognises that some children have additional needs or physical disabilities that require support and assistance. We will take appropriate action to ensure that all children can access our services and are made to feel welcome.

Where a child requires one-to-one support, we will take appropriate steps to provide the additional care.



Staff Equality & Diversity Policy

1.0 Policy Statement

1.1 Get With the Kids Vibe is committed to:

- ensuring that existing members of staff and job applicants are treated fairly in an environment which is free from any form of discrimination
- developing, maintaining and supporting a culture of equality and diversity in employment in which people are treated equitably, and where they can realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, religion, belief or non-belief, social or economic class, employment status, or any other criteria that cannot be shown to be properly justifiable
- ensuring that there will be open access to all those who wish to participate in all aspects of group exercise activities, and they are treated fairly

1.2 Equality of opportunity and inclusivity is fundamental to our vision and values. Our practices are implemented to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, teachers, members, participants or volunteers.

2.0 Scope

This policy applies to:

- employees & volunteers of Get With the Kids Vibe
- all job applicants regarding recruitment
- all those who wish to participate in all aspects of organisational activities

3.0 Aims

3.1 The aim of this policy is to ensure that every job applicant, employee, teacher, coach, camp leader, volunteer or member of Get With the Kids Vibe is treated fairly and with dignity and respect.

3.2 Get With the Kids Vibe will ensure that its policies, procedures and practices comply with current legislation.

4.0 Responsibilities

- 4.1 The Director is responsible for ensuring that this policy is followed and to deal with any actual or potential breaches.
- 4.2 The Director has the overall responsibility for the implementation of this policy and achieving the equality action plan.
- 4.3 All employees, teachers, coaches, camp leaders, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.

5.0 Implementation and Monitoring

- 5.1 Get With the Kids Vibe will ensure that employees and volunteers are made aware of our Equality and Diversity Policy during their induction and as appropriate throughout their engagement.
- 5.2 A copy of this document will be available to all staff (both permanent and contract), teachers, coaches, camp leaders, members and volunteers of Get With the Kids Vibe.
- 5.3 Measures to ensure that employment practices are non-discriminatory will be implemented.
- 5.4 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- 5.5 We will share this policy with consultants and advisers and obtain email acknowledgement that they will adhere to the contents.
- 5.6 Equality and diversity will be considered at the outset in the development of all products, services and programmes and will be discussed (with minutes taken) at appropriate meetings.
- 5.7 Monitoring will be undertaken by evaluating feedback, both positive and negative from our employees and from any other means that such feedback is received.
- 5.8 Evaluation of any such feedback will be discussed at board meetings.

6.0 Communication

- 6.1 This Policy will be covered in all employee and volunteer induction training.
- 6.2 A summary of any revisions will be published via appropriate communications.
- 6.3 This Policy will be available on the company website.

7.0 Complaints

- 7.1 Senior members of staff are responsible for dealing with complaints under this policy.
- 7.2 An employee, teacher, coach, camp leader, volunteer or member who believes they have not been treated equitably in accordance with the Equality and Diversity Policy should raise the matter with their line manager or the Equality Lead Officer for their organisation in the first instance.
- 7.3 No member of staff will be victimised for bringing a complaint under this policy.

8.0 Further Assistance

If you have any questions which relate to this policy or if you wish to discuss any instances of discrimination or inequality you have witnessed or experienced, please contact Director – Akile Alexander 07947 560064 info@getwiththekidsvibe.co.uk.

This policy was adopted by: Get With the Kids Vibe Written in accordance with the EYFS welfare requirement: Safeguarding and promoting children's welfare and reviewed 6 monthly

Review date: 01/09/2023