



KidzQuest Equal Opportunities Policy

1. Policy Overview

KidzQuest Activity Camps are committed to providing a safe, inclusive, and welcoming environment where all children, staff, volunteers, and visitors are treated equally and with respect. This Equal Opportunities Policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our camp operations. It applies to all staff, children, parents/guardians, and anyone involved with KidzQuest.

2. Policy Statement

KidzQuest values diversity and is committed to ensuring that no individual is discriminated against based on their race, ethnicity, nationality, gender, gender identity, age, disability, sexual orientation, religion or belief, marital or civil partnership status, pregnancy or maternity, or any other protected characteristic. We believe that every individual has the right to be treated fairly, and we aim to provide equal access to opportunities, activities, and support.

3. Objectives

The objectives of this policy are to:

- Promote equality, diversity, and inclusion across all KidzQuest activities and operations.
- Ensure that no child, staff member, or visitor experiences discrimination, harassment, or victimisation.
- Provide equal access to all activities and resources for every child, regardless of their background or needs.
- Create a camp culture that respects and values individual differences.
- Comply with the Equality Act 2010 and all relevant equality legislation.

4. Roles and Responsibilities

4.1. Camp Directors (Steven French and Laura French)

- Lead by example in promoting equality, diversity, and inclusion throughout all aspects of KidzQuest operations.
- Ensure that all policies, procedures, and practices reflect KidzQuest's commitment to equal opportunities.
- Provide staff with training on equality and diversity to ensure they understand their responsibilities.
- Monitor and review the effectiveness of the Equal Opportunities Policy and make necessary adjustments.

4.2. Staff and Volunteers



- Treat all children, colleagues, and visitors with respect and fairness, recognising and valuing their individual differences.
- Challenge and report any discriminatory behaviour or practices they observe.
- Provide equal access to activities, support, and resources for all children, ensuring that any specific needs are met.
- Participate in equality and diversity training provided by KidzQuest.

4.3. Parents/Guardians

- Support KidzQuest's commitment to equality by treating all staff, children, and other parents/guardians with respect.
- Inform KidzQuest of any specific needs or reasonable adjustments required for their child's full participation in camp activities.

5. Promoting Equality and Diversity

KidzQuest actively promotes equality and diversity through:

- **Inclusive Practices:** Ensuring that all children have equal access to activities, equipment, and resources, and that any barriers to participation are addressed.
- **Diverse Programming:** Providing a range of activities that celebrate different cultures, traditions, and backgrounds, and encourage children to learn about and respect diversity.
- **Education and Awareness:** Teaching children about the importance of kindness, respect, and inclusivity through discussions, activities, and role modelling by staff.
- **Accessibility:** Making reasonable adjustments to facilities, activities, and resources to accommodate the needs of children with disabilities or additional needs.

6. Anti-Discrimination and Harassment

KidzQuest has a zero-tolerance policy towards any form of discrimination, harassment, or victimisation. Discriminatory behaviour may include:

- **Direct Discrimination:** Treating someone less favourably because of a protected characteristic (e.g., refusing to include a child in an activity because of their disability).
- **Indirect Discrimination:** Applying a rule or policy that disadvantages someone with a protected characteristic (e.g., a policy that unintentionally excludes children with certain needs).
- **Harassment:** Unwanted conduct related to a protected characteristic that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment (e.g., making racist or sexist remarks).
- **Victimisation:** Treating someone unfairly because they have made or supported a complaint about discrimination (e.g., penalising a child for reporting bullying).

Procedure for Addressing Discrimination or Harassment:

- If an incident of discrimination or harassment is reported or observed, staff must intervene immediately and provide support to the affected individual.
- The Camp Directors will conduct an investigation, gathering information from all parties involved and documenting the details of the incident.



- Appropriate action will be taken, which may include educating the individual responsible, disciplinary measures, or additional training for staff.
- The affected individual and their parents/guardians (if applicable) will be informed of the outcome and any steps taken to address the issue.

7. Recruitment and Employment

KidzQuest is an equal opportunities employer. We are committed to fair and unbiased recruitment practices that ensure all candidates are considered based on their skills, experience, and qualifications, without discrimination.

Our Recruitment Commitments Include:

- Advertising job vacancies widely to attract a diverse range of candidates.
- Using objective criteria for shortlisting and interviewing candidates.
- Providing reasonable adjustments for candidates with disabilities during the recruitment process.
- Offering equal opportunities for training, development, and promotion to all staff.

8. Supporting Children with Additional Needs

KidzQuest recognises that some children may have additional needs or require specific support to fully participate in camp activities. We are committed to:

- Working with parents/guardians to identify and understand the needs of their child.
- Making reasonable adjustments to facilities, activities, or routines to accommodate these needs.
- Providing additional resources or support where necessary to ensure equal access to activities for all children.

9. Monitoring and Evaluation

KidzQuest will monitor the implementation of the Equal Opportunities Policy through:

- Regular feedback from staff, children, and parents/guardians.
- Reviewing camp participation data to ensure that children from diverse backgrounds are accessing and enjoying camp activities.
- Evaluating complaints or incidents related to discrimination or harassment to identify areas for improvement.

10. Policy Review

This Equal Opportunities Policy will be reviewed annually or as necessary to reflect changes in legislation, best practices, or feedback from stakeholders. The Camp Directors will lead the review process, ensuring that any updates or changes are communicated to staff, parents/guardians, and children effectively.