

EQUAL OPPORTUNITIES, EQUAL & DIVERSITY POLICY



PURPOSE

The purpose of this policy is to clearly outline JTS Holiday Camp's commitment to promoting equality, diversity, and inclusion across all areas of our work. We are dedicated to providing a safe, supportive, and inclusive environment where everyone is treated fairly and with respect, and where individual differences are recognised, valued, and celebrated.

This policy aims to ensure that all individuals - whether team members, partners, or those we support - have equal access to employment, training, services and development opportunities, regardless of their background, identity, or personal characteristics. Discrimination, harassment, and victimisation will not be tolerated under any circumstances.

MONITORING & REVIEW

This policy will be reviewed annually or sooner if changes in legislation or organisational practice require an update. Monitoring will be carried out to assess the effectiveness of the policy in practice, including analysis of recruitment and employment data, training access and incident reporting trends.

JTS Holiday Camp's will ensure that all team members are made aware of this policy upon induction and receive regular updates and training as part of our commitment to continuous learning and inclusive practice.

DISCOVER, PLAY, AND CREATE

A colorful illustration of diverse children playing. In the foreground, a child in a pink shirt and blue pants is jumping. To their right, a child in a white tank top and blue shorts is also jumping. In the background, other children are visible, including one in a purple shirt and another in a yellow shirt. The scene is set against a light blue background with stylized clouds and a large yellow sun.

EQUAL OPPORTUNITIES, EQUALITY & DIVERSITY

1. Policy Statement

JTS Holiday Camp's is committed to fostering a culture where equality, diversity, and inclusion are not just encouraged but embedded in everyday practice. We believe every individual has the right to be treated fairly and to work and participate in an environment free from discrimination or bias.

This policy covers all protected characteristics under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex

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- An illustration at the top of the page shows several children of different ethnicities and ages playing together. One child in the foreground is wearing a pink shirt and blue pants, another is in a white tank top and blue shorts, and others are partially visible in the background. They appear to be in a park or playground setting.
- Sexual orientation

2. Our Commitments

JTS Holiday Camp's is committed to creating an inclusive and respectful environment for all team members, contractors, volunteers, partners and children. We strive to ensure fair and equitable treatment across all aspects of our work, including recruitment, training, promotion, pay and access to development opportunities.

Positive steps will be taken to accommodate the needs of individuals with disabilities or other protected characteristics, ensuring that no one is disadvantaged. All employment and operational practices are designed to be free from unlawful discrimination. Inclusive principles are embedded throughout our mentoring, coaching and education delivery to reflect our commitment to equality.

We are dedicated to challenging and taking action against all forms of discrimination or inequality. Furthermore, we will regularly review our policies, procedures, and practices to ensure they remain inclusive, up to date and compliant with relevant legislation.

3. Responsibilities

All team members are expected to treat each other with dignity and respect, champion inclusive values, and challenge any behaviour or practice that undermines equality and diversity.

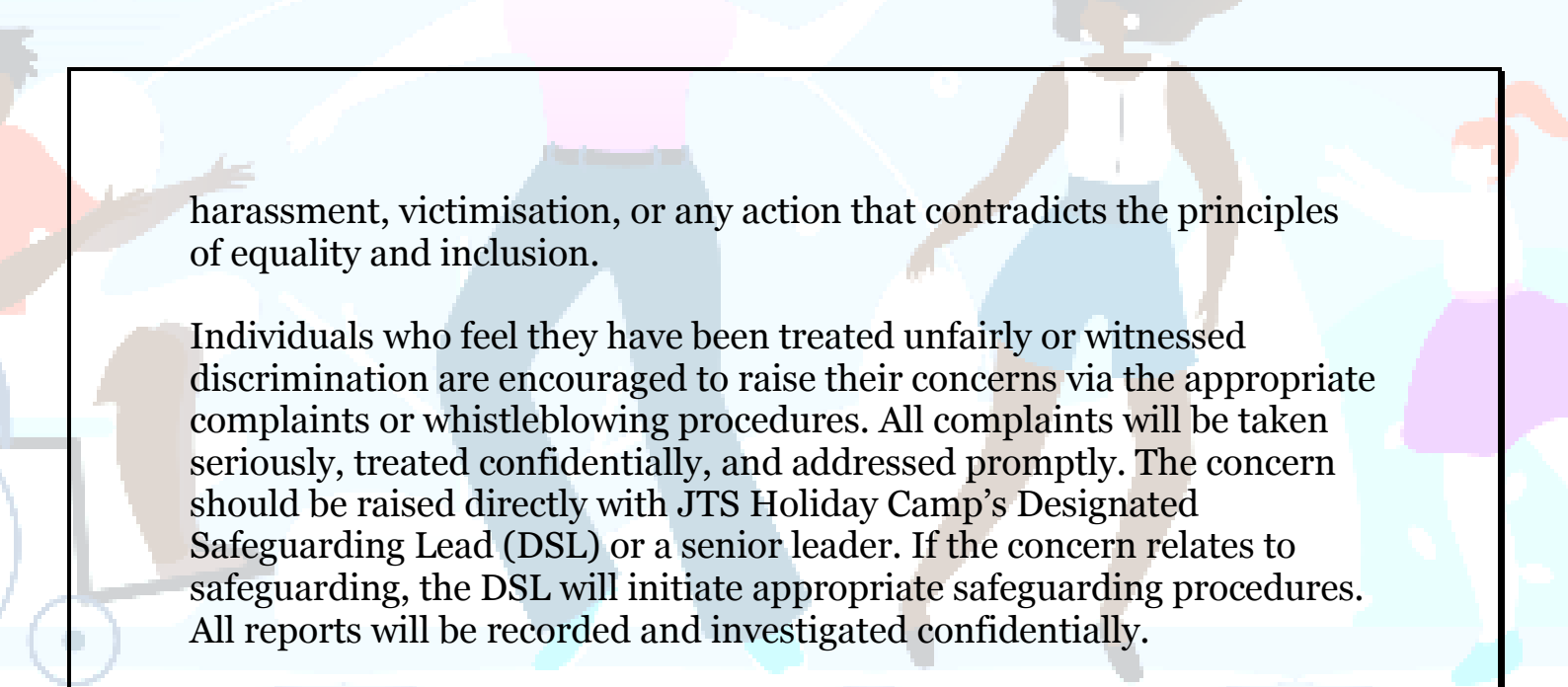
Managers and leaders have a duty to model inclusive behaviours, prevent discrimination, and promote equal opportunities in all decisions and practices.

JTS Holiday Camp's as an organisation is responsible for ensuring that this policy is implemented, enforced, and reviewed regularly in line with best practices and legal requirements.

5. Breaches of Policy

Any breaches of this policy will be taken seriously and may result in disciplinary action. This includes instances of discriminatory behavior,

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harassment, victimisation, or any action that contradicts the principles of equality and inclusion.

Individuals who feel they have been treated unfairly or witnessed discrimination are encouraged to raise their concerns via the appropriate complaints or whistleblowing procedures. All complaints will be taken seriously, treated confidentially, and addressed promptly. The concern should be raised directly with JTS Holiday Camp's Designated Safeguarding Lead (DSL) or a senior leader. If the concern relates to safeguarding, the DSL will initiate appropriate safeguarding procedures. All reports will be recorded and investigated confidentially.

6. Policy Alignment Statement

While team members of JTS Holiday Camp are working on location at partner organisations or schools, they are required to adhere to the policies and procedures of the host organisation in conjunction with JTS Holiday Camp's own policies. Where discrepancies arise, team members must seek guidance to ensure compliance with both sets of policies and maintain professional standards.

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