



Divine Buzz Equality, Diversity, and Inclusion Policy

1. Purpose and Commitment

Divine Buzz is committed to promoting equality, diversity, and inclusion across all areas of its work. We believe every child, young person, adult, staff member, volunteer, contractor, and stakeholder has the right to be treated with dignity, respect, and fairness. We actively oppose discrimination and strive to create an environment where everyone feels valued, represented, and empowered to achieve their potential.

Our aim is to ensure that our workforce, programmes, and partnerships reflect the diversity of the communities we serve and that inclusion is embedded in every aspect of our practice.

2. Scope

This policy applies to:

- All **children and young people** participating in Divine Buzz programmes
- All **staff, volunteers, and contractors** working with or on behalf of Divine Buzz
- All **parents, carers, and visitors** engaging with our services
- All **stakeholders, partners, and funders** involved in collaborative work

3. Legal Framework

Divine Buzz operates in accordance with:

- The **Equality Act 2010**
- The **Human Rights Act 1998**
- The **Children Act 2004**
- The **Public Sector Equality Duty**
- Relevant local authority and safeguarding guidance

4. Policy Objectives

Divine Buzz aims to:

- Provide **equality, fairness, and respect** for all, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Eliminate **unlawful discrimination**, harassment, and victimisation.
- Promote **inclusive participation** and ensure that all children and adults can access activities safely and confidently.
- Foster a culture of **representation and belonging**, where diversity is celebrated and valued.
- Ensure that **reasonable adjustments** are made to meet individual needs, including those of children with SEND or additional support requirements.
- Encourage **open dialogue** and feedback to continuously improve inclusion practices.
- Recruiting contractors on merit and ensuring that provision is made, where necessary, to recruit candidates with protected characteristics as outlined by the Equality Act 2010.
- Review contract practices and procedures when necessary to ensure fairness and to reflect changes in the law.
- Taking seriously all complaints of bullying, harassment, victimisation, and unlawful discrimination by fellow contractors, employees, volunteers, participants, suppliers, visitors, the public, and any others in the course of the organisation's work activities.

- Such actions will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to termination of the contract without notice.

5. Implementation

5.1 Leadership and Accountability

- The **Programme Manager** holds overall responsibility for implementing this policy.
- All staff and volunteers are expected to uphold the principles and model inclusive behaviour.
- Equality and inclusion are embedded in recruitment, training, supervision, and programme design.

5.2 Inclusive Practice

- Activities are designed to be accessible to all children, including those with SEND, cultural, or linguistic differences.
- Materials and resources reflect diverse cultures, identities, and experiences.
- Staff use inclusive language and avoid stereotypes or assumptions.
- Dietary, religious, and cultural needs are respected in all food and activity planning.

5.3 Recruitment and Employment

- Recruitment processes are fair, transparent, and based on merit.
- Divine Buzz welcomes applications from under-represented groups.
- Reasonable adjustments are made during recruitment and employment.

5.4 Training and Development

- All staff and volunteers receive equality and diversity training.
- Ongoing professional development ensures awareness of inclusive practice and unconscious bias.

6. Children and Young People

- Every child is treated as an individual with unique strengths and needs.
- Staff promote positive relationships, respect, and empathy among participants.
- Children are encouraged to express their views and influence programme design.
- Discriminatory behaviour or bullying is addressed immediately and recorded in line with safeguarding procedures.

7. Monitoring and Review

- Equality and inclusion are monitored through feedback, attendance data, and evaluation reports.
- Incidents of discrimination are investigated promptly and addressed appropriately.
- The policy is reviewed annually or following legislative changes, feedback, or incidents.

8. Responsibilities

All staff, volunteers, and contractors must:

- Treat everyone with respect and fairness
- Challenge discriminatory behaviour or language
- Report concerns to the Programme Manager
- Promote inclusion in all activities

Leadership Team must:

- Ensure compliance with this policy
- Provide training and support
- Review equality data and outcomes

9. Communication

This policy is shared with all staff, volunteers, and partners. It is available to parents, carers, and participants upon request and displayed in programme venues.

10. Approval

Approved by: Divine Buzz Leadership

Review Date: 30/01/2026

Next Review: 30/01/2027

Signed:



Date of Last Review: 30/01/2026

Print name: ELLEN OTCHERE

Date of Next Review :30/01/2027