

Equal Opportunities policy

Caring Kits for Kids is committed to promoting equality, diversity, and inclusion in all aspects of its work.

This Equal Opportunities policy outlines our commitment to providing a fair and inclusive environment to work and volunteer in, free from discrimination and harassment.

This Equal Opportunities policy outlines our commitment to ensuring that everyone associated with the charity, including employees, volunteers, beneficiaries, trustees, and stakeholders, is treated with respect and fairness, regardless of their race, gender, age, disability, sexual orientation, religion, or any other protected characteristic.

1. Policy Statement

Caring Kits for Kids is committed to:

- Promoting a culture that values diversity and inclusion, where all individuals are treated with dignity and respect.
- Ensuring that no one is discriminated against or harassed on the basis of their protected characteristics, as defined by the Equality Act 2010.
- Providing equal opportunities for all individuals, regardless of their background, to access and benefit from the charity's services, opportunities, and employment.
- Taking proactive measures to eliminate discrimination, harassment, victimisation, and any other behaviour that undermines the principles of equal opportunities.
- Ensuring that our team reflects the diversity of the communities we serve, and that decisions about recruitment, promotion, and training are made based on merit.
- Providing reasonable adjustments and accommodations to enable individuals with disabilities to participate fully in our activities and services.
- Encouraging employees and volunteers to report any instances of discrimination, harassment, or unfair treatment, and ensuring that such reports are treated seriously and confidentially.

2. Responsibilities

Caring Kits for Kids' Board of Trustees is responsible for ensuring that this Equal Opportunities policy is implemented effectively, for monitoring progress towards the charity's equality, diversity, and inclusion goals and for addressing any instances of discrimination or harassment, and ensuring that reasonable adjustments are made when required.

Everyone associated with or involved in the work of Caring Kits for Kids are expected to treat others with respect, contribute to an inclusive environment, and report any concerns related to equality and diversity.

3. Implementation

Caring Kits for Kids will ensure staff and volunteers have received training on equality, diversity, and inclusion in order to raise awareness and ensure compliance with this policy.

We will regularly review our practices, policies, and procedures to identify and address any barriers to equal opportunities.

Caring Kits for Kids will engage with stakeholders and beneficiaries to gather feedback and ensure that our services are accessible and inclusive.

We will take appropriate action in response to any reports of discrimination, harassment, or unequal treatment, in line with our procedures.

4. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and to make any necessary updates in response to changes in legislation or best practices.

5. Contact Information

For questions, concerns, or to report incidents related to equal opportunities, please contact Gayle Hann, the charity's lead trustee for Safeguarding and Child Protection.

By implementing and adhering to this Equal Opportunities Policy, we aim to create an environment where diversity is celebrated, and all individuals are empowered to contribute and thrive.