



EQUALITY & DIVERSITY POLICY

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Date of review: 1st January 2023

Kiki Youth Education C.I.C Equality and Diversity Policy⁶

Kiki Youth's vision is to provide opportunities for young people who are socially or economically excluded and making a difference to the lives of those who need our help.

A clear commitment to equality and diversity is embedded throughout the delivery of our work in order to achieve a fair level of participation for all. Our company's values are an integral part of this. As an organisations we aim to:

- Treat everyone fairly and allow everyone to participate.
- To respect all people and communities regardless of background.
- To improve the quality of life of those who we work with.

Kiki Youth is committed to eliminating discrimination and valuing diversity in all the activities it provides. It recognises its role in promoting a fairer society and has a commitment to equality, diversity and community cohesion.

We will monitor and address inequalities for different groups including socio-economic statuses and ensure that our values and fairness and equality are integrated throughout our work.

Kiki Youth will ensure that staff and server users are treated equally, with dignity and respect, regardless of age; disability; race; sexual orientation; gender identity; religion and belief; marriage and civil partnership; pregnancy and maternity (those protected characteristics protected by the Equality Act 2010). In addition to these, our aim is to identify those users are socio-economically deprived and promote the opportunities to this group.

Through this strategy, Kiki Youth aims to provide a quality service that meets the needs of the community and individuals within its area. The benefits of good practice arising from implementation of this policy is integral to the services we provide and when communication and partnership working with external agencies.

This should be viewed as Kiki Youth's Equal Opportunities Policy and are committed that all individuals and groups have equal opportunity in access to the provision of our services. Under the Equality Act 2010, we are bound by law to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and facilitate good relations.

Kiki Youth will engage in a range of activities to translate our commitment to Equality and Diversity into practice, meeting our legal duties and go further to ensure inclusion is at the core of all our work in line with our Impact Outcomes & Co-Production Strategy. We fully support Government's aims to ensure that discrimination and disadvantage is eliminated across all communities. Our policy is based on UK Equality Act 2010, Human Rights Act 1988, United Nations Convention on the Rights of the Child, the European Convention on Human Rights,

As a community interest company, we will:

- Promote good relations between different communities throughout our communications and address negative stereotyping of any groups.
- Organise and support projects to promote understanding, awareness, participation and foster equality and diversity in those projects.

As a provider of services, we will:

- Deliver projects that are accessible to all and are tailored to the diverse and individual needs of the service users.
- To use accurate and relevant data and use intelligently to inform the company's priorities and policies.
- Ensure that equality is embedded through our procurement process and monitor policies and practices of other organisations and suppliers.
- Ensure that service users have equal opportunities to participate in democratic processes.
- Use Equality Impact Assessments where and when required, identifying and implementing new policies, practices and projects.
- To deliver a high standard of services to people from all backgrounds
- Aim to adhere to the Impact, Outcome and Strategy to ensure service users have an equal say in the services and ownership.

As an employer (when required), we will:

- To recruit and reflect the diverse nature of our client group in our workforce.
- Review and develop human resource policies and practices (including recruitment, retention, learning and development, promotion, grievance, disciplinary and retirement), ensuring these are inclusive and accessible for staff with 'protected' characteristics.
- To identify and source necessary training to be able to manage a diverse workforce.
- Address any bullying and harassment in the workplace.

This policy will be monitored and reviewed on an annual basis. Kiki Youth aims to work positively in all areas of its work. All staff and Board members have a responsibility to assist in the implementation and monitoring of this policy.