EQUAL OPPORTUNITY POLICY

Kids on Track takes all measures to ensure that they operate a safe and caring environment for all. It prohibits any form of discrimination and harassment of any type and affords equal opportunities to its employees, volunteers, trustees and most importantly any child within its programmes.

As part of this policy people will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sex, age, race, sexual orientation, class, family status or HIV/Aids status.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that the charity's recruitment policies and procedures are open, fair and nondiscriminatory.
- Work to fulfil all the legal requirements of the Equality Act.
- Monitor and review the effectiveness of its inclusive practice

1.0 Children with additional needs

Kids on Track recognises that the needs of individual children vary and will endeavour to accommodate children with specific needs and/or medical conditions. It is our policy not to exclude any child due to specific needs and/or medical conditions wherever possible.

Agreed November 2026
Review November 2028
Agreed by Trustees