



Diversity, Equity, and Inclusion Policy

Date: November 2025

Next review due: October 2026

This policy will be reviewed annually or earlier if legislation or statutory guidance changes. All staff must familiarise themselves with this policy and related procedures.

Policy Statement

At Kanga Sports Ltd, we are committed to creating environments where everyone feels welcome, valued, and respected. This policy sets out our approach to promoting equality, preventing discrimination, and ensuring inclusion for all staff, children, families, and partners.

Our aim is to make sure that everyone involved in our activities and services - whether working, learning, or participating - can do so in a safe, fair, and supportive environment.

Scope

This policy outlines our approach to diversity, equity, and inclusion. It applies to:

- All Kanga Sports employees, including apprentices, contractors, volunteers, work experience placements and senior members
- All children, young people, and vulnerable adults engaging in our services
- All activities conducted under the Kanga Sports Ltd name

Principles

- **Respect and dignity:** everyone is treated with respect and dignity, regardless of their background or circumstances.
- **Zero tolerance of discrimination:** discrimination, harassment, or victimisation in any form will not be tolerated.
- **Equal treatment:** all individuals will receive fair and equitable treatment, regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.
- **Inclusion of children:** every child has the right to participate fully, feel safe, and be supported to develop confidence, skills, and enjoyment in our activities.

Responsibilities

- **Staff:** model inclusive behaviour, follow this policy in all interactions, and challenge discrimination or unfair treatment.
- **Management:** Ensure staff are trained and supported to implement this policy effectively and monitor adherence across all settings.
- **Families and visitors:** respect the values of fairness and inclusion in all interactions with Kanga staff and participants.
- **Children:** encouraged to be respectful and inclusive in all activities, supported by staff guidance.

Implementation

- Staff will receive regular training on equal opportunities, diversity, and inclusion
- Activities and sessions will be designed to be accessible and inclusive for all children
- Any concerns or incidents of discrimination will be address promptly and fairly following our safeguarding and grievance procedures
- We will review this policy to ensure it reflects best practice and legal requirements

DEFINITIONS

Equality / Equal Opportunities Ensuring that everyone is treated fairly and has the same access to opportunities, regardless of personal characteristics or background

Diversity Recognising, valuing, and respecting differences between people, including culture, ethnicity, gender, ability, and beliefs

Inclusion Creating an environment where everyone feels welcome, supported, and able to participate fully

Discrimination Treating someone unfairly or less favourably because of a protected characteristic

Protected Characteristics Specific personal attributes protected by law, including age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation

Harassment / Bullying Unwanted behaviour, comments, or actions that make someone feel intimidated, offended, or humiliated

Victimisation Treating someone unfairly because they have raised a complaint or supported someone else in raising a complaint about discrimination

Safeguarding Measure and procedures in place to protect children from harm, abuse, or neglect

Fair / Equitable Treatment Ensuring that everyone is treated appropriately for their needs, not necessarily exactly the same, to achieve a just outcome

Zero Tolerance A strict policy of not accepting or ignoring discrimination, harassment, or unfair treatment under any circumstances

COMMUNICATION & DISSEMINATION

All staff, learners, and external stakeholders are made aware of the diversity, equity, and inclusion policy on induction and at least annually. The policy is available on request, referenced during training, and reinforced in team



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meetings, supervisions, and employer briefings. Accessible versions and additional support are provided for those with communication or learning difficulties.