



Equal Opportunities Policy

Kids Love Yoga is committed to achieving equal opportunities, respects and values diversity, and is committed to applying equality of opportunity in all its practices and objective/service delivery with regard to ethnic origin, age, gender, religion or belief, sexual orientation, marital status and disability or any other criterion not relevant to the point at issue.

Reference to the policy should be included in the contract documents with outside agencies.

Equal Opportunities Policy Implementation

General activities of Kids Love Yoga as a provider of a service to the community, Kids Love Yoga accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs.

This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities. We will actively monitor all activities to ensure that we are serving the needs of all communities and groups. It is the responsibility of all staff, volunteers and service users to ensure that no other committee member, volunteer or service user receives less favourable treatment than another on the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status or gender.

We will encourage our committee, volunteers and the staff of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met. We will listen carefully to what people tell us they need from Kids Love Yoga and do everything in our power and within our resources to ensure their needs are met.

This policy will be reviewed every (three) years or when new legislation requires it.

Recruitment and Employment Practices

It is vitally important that Kids Love Yoga staff understand the full diversity of their clientele. As far as it lies within our power we will ensure that our recruitment processes are designed to ensure equal access for all. All job vacancies will initially be advertised internally to encourage service users and volunteers to apply. We will design our job specifications to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

During a recruitment process, Kids Love Yoga will take into account the guidelines set out in London Voluntary Service Council Equal Opportunities Policy.

Kids Love Yoga workforce is never likely to be large enough to reflect the full diversity of our users. However, we will do everything we can to ensure that those we do employ share our belief in the value of everyone and reflect that belief in their work.

Adopted by the Directors on 14.9.24

Signed: *J. Wharton & S. Riley.*

Directors