



Jungle kids Ltd

Equality Policy Statement for Jungle kids/Jungle camps

Jungle Kids Ltd, is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate at all levels and in all roles, irrespective of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. This includes employees, volunteers, and out side agencies.

Jungle Kids Ltd recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination. Jungle Kids Ltd will take, or support, positive action to eliminate individual and institutional discrimination:

- The Equality Action Plan will be reviewed annually and is open to consultation from all members and employees of JUNGLE KIDS;
- Jungle Kids Ltd will provide appropriate training to all of its employees and key volunteers to raise awareness of individual responsibilities;
- Jungle Kids Ltd will work towards the equitable provision of its services to all sections of the community and avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified;
- Jungle Kids Ltd will embed Equal Opportunities into all policies, plans and strategies.
- Jungle Kids Ltd will publicise this policy and equality action plan to all employees, members, and volunteers through its website and mailings. The policy is also publicised to employees through the staff handbook and to all new members of staff through an induction.

Legal Responsibilities

Jungle Kids Ltd fully accepts its legal responsibility under the following:

- **Race Relations Act (1976, 2000)**
 - **Race Relations Amendment Act (2000)**
 - **Equal Pay Act (1970)**
 - **Disability Discrimination Act (1995, 2005)**
 - **Employment Equality (Sexual Orientation) Regulations (2003)**
 - **Protection from Harassment Act (1997)**
 - **Children Act (1989 & 2004)**
 - **Age Discrimination Act (2006)**
 - **Equality Act (2006)**
 - **Employment Equality (Age) Regulations (2006)**
- or any subsequent amendments to the above or new Acts/Regulations that are relevant to JUNGLE KIDS**
- **Sex Discrimination Act (1975, 1986, 1999)**
 - **Human Rights Act (2000)**
 - **Rehabilitation of Offenders Act (1974)**
 - **Employment Equality (religion & Belief) Regulations (2003)**
 - **Employment Protection (Consolidation) Act (1980, 1982, 1988, 1989)**
 - **Gender Recognition Act (2004)**
 - **Civil Partnership Act (2004)**
 - **Equality Act (Sexual Orientation) Regulations (2007)**

Reviewed December 2015

Jungle Kids Equality Policy

Implementation

A copy of the policy will be available to all professional staff and volunteers working for Jungle Kids Ltd and subsequently distributed to all staff. The policy will be integrated into the induction of staff and key volunteers. The policy will also be made available on the Jungle Kids Ltd website.

All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Amendments to the policy will be implemented immediately after approval has been received from the relevant Board.

Monitoring and Evaluation

Jungle Kids Ltd will monitor and evaluate the effectiveness of the policy and Equality Action Plan regularly and will review the policy annually. All staff, members, and volunteers will have an opportunity to contribute to the review process.

Types of Discrimination

Jungle Kids Ltd regards any form of discrimination as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. Discrimination can take the following forms:

Direct Discrimination

- treating a person less favourably than others would be treated in the same circumstances on the grounds of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.

Indirect Discrimination

- occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

Harassment

- described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

Victimisation

- described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

Complaints and Disciplinary

To safeguard an individual's rights under the policy, an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of the

policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliate club or official who violates the association's equality policy. Where the violation of the equality policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Responsibility

The Board of Directors of Jungle Kids Ltd will endorse and be responsible for ensuring this Equality Policy is implemented and will deal with any actual or potential breaches. The Lead Equality Officer has responsibility for managing the implementation of the Equality Action Plan.

All employees, volunteers and members of Jungle Kids Ltd have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

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