



## **Equality and Diversity Policy**

Indigo Kids is totally opposed to all forms of unfair discrimination. It is committed to conducting its business in a way which is fair and appropriate to all sections of the community.

This may mean taking positive steps to ensure equal opportunities for its members and equal access to its service.

Indigo Kids will demonstrate its commitment by promoting, maintaining and rigorously implementing this policy which will underpin all decisions and actions.

Indigo Kids seeks to ensure that no member receives less favourable treatment than another on grounds of, for example, sex, disability, colour, race, nationality, ethnic group, regional or national origin, age, marital status, trade union activity, political or religious belief, class or sexual orientation.

Indigo Kids is committed to providing appropriate and relevant training in equality and diversity for all its leaders and members, and will actively seek such opportunities.

Indigo Kids recognises the need to deliver services in ways that are appropriate to everyone and whenever possible remove barriers which will limit access. Where barriers cannot be removed Indigo Kids will document why and measures taken to attempt to rectify whatever barriers inhibit the involvement of a person or group.

Indigo Kids is committed to following the requirements of legislation against discrimination and related victimisation.

Indigo Kids recognises that discrimination may be direct or indirect and aims to ensure that its policies and procedures cover both.

Indigo Kids will review and monitor the implementation of the policy and take action as necessary.

It is individual responsibility of every member to ensure this policy is applied in practice.

Equality and Diversity Policy.