

Equality and Diversity Policy

1. Policy Statement

At Jump Start Therapy CIC, we believe that diversity and inclusion are essential to creating safe, empowering environments for neurodivergent children and young people. We aim to celebrate differences and reduce barriers to participation wherever possible. This policy outlines our commitment to promoting equality, diversity, and inclusion for all members, families, staff, volunteers, and partners.

2. Purpose

This policy aims to:

- Promote an inclusive environment that respects and values individual differences.
- Eliminate discrimination and harassment based on protected characteristics.
- Encourage diversity in all aspects of operations, including recruitment, participation, and service delivery.

3. Scope

This policy applies to all participants, parents/guardians, staff, volunteers, schools, and visitors associated with Jump Start Therapy CIC.

4. Protected Characteristics

We recognise and respect the protected characteristics outlined in the Equality Act 2010.

These include:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

5. Responsibilities

- Management: Responsible for implementing and monitoring this policy and ensuring legal compliance.
- Staff and Volunteers: Expected to uphold the principles of equality, diversity, and respect.
- Parents/Guardians and Participants: Encouraged to support an inclusive atmosphere and report concerns.

Gymnastics | Rebound | Enjoyment

6. Types of Discrimination

We will not tolerate any form of harassment including but not limited to:

Direct Discrimination: Treating someone less favourably due to a protected characteristic.

- Indirect Discrimination: Applying policies or practices that disadvantage individuals with protected characteristics.

- Harassment: Unwanted conduct that creates a hostile or offensive environment.

- Victimisation: Unfavourable treatment for raising or supporting a complaint.

7. Equal Opportunities

We are committed to providing equal access to all our services, including rebound therapy, gymnastics sessions, and participation in community activities.

8. Reasonable Adjustments

We will make reasonable adjustments to support individuals with special educational needs and/or disabilities and/or illness to ensure inclusive participation.

9. Reporting and Resolution

Any concerns should be reported to Amie Hood or Catherine Farmer, Directors. All reports will be handled sensitively and in line with our safeguarding and complaints policies.

10. Monitoring and Review

This policy will be reviewed annually or following any significant changes in legislation.

Feedback and incident records will be used to evaluate effectiveness.

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