

## **Equal Opportunities, Inclusion and Diversity Policy**

Kingston Child Contact Centre

Our organisation is firmly committed to equal opportunities and diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives and that equal opportunities and diversity will make our organisation more effective in meeting the needs of all our community.

We are committed to developing and maintaining an organisation in which differing ideals, abilities, backgrounds and needs are fostered and valued and where those with diverse backgrounds and experiences are able to participate and contribute. We will regularly evaluate and monitor our progress towards equal opportunities, inclusive practices and diversity.

We will ensure that all Child Contact Centre users and referrers are aware that we have equal opportunities, inclusive practices and diversity policies, which they can see upon request.

We will protect the privacy rights of **Sensitive data** means data consisting of information relating to an individual's Sensitive information (likely to be included in sickness records and DBS Disclosures), relating to the Equalities Act (2010) 'protected characteristics' as follows:

Age

Disability

Gender reassignment.

Marriage and civil partnership.

Pregnancy and maternity.

Race

Religion or belief.

Sex

Sexual orientation.

Also including civil or criminal offences information.

AUGUST 2024

