



Holden Knight Healthcare Ltd

Equal Opportunities Policy

Human Resources v1.2 November 2026

Review Date: November 2026



Equal Opportunities Policy

1. Equality and Diversity for Children and Young People

1.1 This procedure sets out Holden Knight Healthcare's commitment to provide inclusive and equal services to a diverse range of children and young people, and to promote equality and diversity as part of recruitment and employment practices. The Company will not discriminate (directly or indirectly) against any persons (including staff, potential staff or children) on the basis of a protected characteristic under the Equality Act 2010 on the basis of:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

1.2 Crimes committed against someone because of their disability, transgender-identity, race, religion or belief, or sexual orientation are hate crimes and should be reported to the police. Hate crimes can include:

- Threatening behaviour;
- Assault;
- Robbery;
- Damage to property;
- Inciting others to commit hate crimes;
- Harassment;
- Online abuse.

1.3 The Company encourages children to develop respect for themselves and for others. Holden Knight delivers services that recognise and build on the strengths of children and young people from all cultures, religions, gender, age, sexual orientation, ability and backgrounds; in ways that meet their needs and help them to achieve their full potential.

1.4 Every effort is made to ensure that the services we provide are welcoming to all children and young people and others significant in their care and wellbeing. In addition to this, resources used to develop work with children and young people are chosen for their suitability and anti-oppressive nature.

1.5 Children are offered opportunities to try out new experiences, which are not restricted by traditional gender options. Staff are expected to challenge attitudes, behaviour and language that are non-inclusive and discriminatory in a positive way.

1.6 Children are protected, and helped to keep themselves safe, from bullying, homophobic behaviour, racism, sexism, radicalisation and other forms of discrimination. Any discriminatory behaviours (direct or indirect) are challenged and help and support are given to children about how to treat others with respect.

2. Inclusion for Children and Young People

2.1 All children are given the opportunity to be cared for and educated. Where possible this is alongside their peers in order to develop their full potential. Children are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination.

- 2.2 Children are educated by staff who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities. Our staff are expected to examine ways in which diversity can be valued and activities adapted to meet the individual child's needs including food preparation and menu choices.

3. Equality in Employment

- 3.1 Holden Knight will ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender or disability.
- 3.2 This will be communicated to all private contractors reminding them of their responsibilities towards equality of opportunity. All of our settings will maintain a neutral working environment in which no worker feels under threat or intimidated.

4. Recruitment and Selection

- 4.1 The recruitment and selection process is crucially important in ensuring equality of opportunity is realised. Holden Knight will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or subconsciously, in making these decisions.
- 4.2 Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this procedure. Job descriptions, where used, will be revised to ensure that they are in line with these equal opportunities objectives. Job requirements will be reflected accurately in any person specifications.
- 4.3 Holden Knight will adopt a consistent, non-discriminatory approach to the advertising of vacancies. The Home will not confine recruitment to areas or media sources, which provide only, or mainly, applicants of a particular group.
- 4.4 All applicants who apply for jobs will receive fair treatment and will be considered solely on their ability to do the job.
- 4.5 All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- 4.6 More than one person will carry out short listing and interviewing where possible. Interview questions will be related to the requirements of the job and will not be of any discriminatory nature.
- 4.7 Holden Knight will not disqualify any applicant because they are unable to complete an application unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
- 4.8 Selection decisions will not be influenced by any perceived prejudices of other staff.

5. Disability Discrimination

- 5.1 As a Company we strive to ensure that all of our provisions provide a welcoming, comfortable and accessible environment that is safe and easy to use for children, parents, relatives, staff, visitors and other users of the premises. Holden Knight will endeavour to achieve equality of opportunity for all to ensure equal access to its facilities. Where possible, we will avoid physical features that make it difficult for people with a disability and make reasonable adjustments to improve the environment.