



EQUALITY, DIVERSITY & INCLUSION POLICY

VERSION 1

2026

Our commitment to inclusive, equitable and respectful practice across Thinking Futures services, programmes and activities, including Kidz Like Us.

Thinking Futures values individual difference and is committed to creating welcoming, respectful and inclusive environments in which children, young people and adults can participate, develop and feel that they belong.





Equality, Diversity and Inclusion Policy

Version 1 | September 2026

1. Purpose and scope

Thinking Futures is committed to promoting equality, valuing diversity and creating inclusive environments across our services, programmes and activities. We recognise that individuals have different identities, experiences, strengths, needs and circumstances, and that these can influence how they experience education, guidance, learning, work and participation.

This policy sets out the principles that guide our approach to equality, diversity and inclusion across Thinking Futures, including Kidz Like Us, and applies to our online and face-to-face services, clubs, workshops, camps and residential activities.

It applies to children and young people, parents and carers, clients, learners, self-employed contractors, associates and others who participate in or support the delivery of Thinking Futures services.

Our aim is to provide environments in which people are treated with dignity and respect, barriers to participation are identified and reduced where reasonably possible, and individual differences are recognised and valued.

2. Our commitment to equality, diversity and inclusion

Thinking Futures is committed to ensuring that equality, diversity and inclusion are embedded within the way we design and deliver our services and programmes.

We aim to:

- treat individuals fairly, respectfully and with dignity;
- recognise, respect and value individual difference;
- provide opportunities that are inclusive and accessible;

- identify and reduce barriers that may prevent or disadvantage participation;
- make reasonable adjustments where appropriate;
- promote environments in which people feel safe, welcomed and able to participate;
- challenge discrimination, harassment, bullying, victimisation and exclusion;
- recognise and value neurodiversity and different ways of thinking, communicating, learning and participating;
- listen to individuals and, where appropriate, parents, carers and professionals when considering support and accessibility needs; and
- continually reflect on and improve the inclusivity of our practice.

Equality does not always mean treating everyone in exactly the same way. Individuals may require different approaches, support or reasonable adjustments in order to access and participate in an activity fairly.

Thinking Futures will seek to make decisions based on individual circumstances, relevant needs and the requirements of the service or activity, rather than assumptions or stereotypes.

3. Equality and the Equality Act 2010

Thinking Futures is committed to meeting its responsibilities under the Equality Act 2010 and other applicable equality legislation.

We will not unlawfully discriminate against, harass or victimise an individual because of a protected characteristic.

The protected characteristics under the Equality Act 2010 are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality and ethnic or national origin;
- religion or belief;
- sex; and
- sexual orientation.

Thinking Futures recognises that individuals may experience barriers or disadvantage for a range of reasons and that these experiences may also overlap.

Our commitment to inclusive practice therefore extends beyond the protected characteristics. We recognise that factors such as neurodivergence, special educational needs, communication needs, socioeconomic circumstances, care experience, caring responsibilities and educational experiences may also affect an individual's access to, or experience of, our services and programmes.

Where the Equality Act places a duty on Thinking Futures to make reasonable adjustments for disabled people, we will take reasonable steps to identify and reduce substantial disadvantages in accessing or participating in our services.

4. Inclusive and accessible practice

Thinking Futures recognises that people access, communicate, learn, participate and express themselves in different ways.

We aim to design and deliver our services and activities as inclusively as reasonably possible from the outset, rather than relying solely on individuals to identify difficulties or request support.

Depending on the service, activity and individual circumstances, inclusive practice may include:

- providing information in clear and accessible formats;
- using visual, written, verbal or practical methods of communication and instruction;
- providing structure, predictability and clear expectations where helpful;
- allowing appropriate flexibility in how individuals participate, communicate or demonstrate their understanding;
- considering sensory, communication, physical and emotional needs;
- providing opportunities for breaks, movement or quieter spaces where reasonably possible;
- adapting activities, resources or approaches to reduce unnecessary barriers;
- recognising different learning, processing and communication styles;
- supporting individuals to communicate their preferences and what helps them participate; and
- avoiding assumptions about an individual's abilities, needs or potential based on a diagnosis, label or characteristic.

We recognise that inclusion does not require every person to participate in exactly the same way. Where appropriate, we will work with individuals and, for children and young people, their parents, carers or relevant professionals to understand what may support meaningful participation.

Adjustments will be considered alongside the nature of the service or activity, the needs and safety of others, available resources and what is reasonable and practicable in the circumstances.

5. Children and young people

Thinking Futures is committed to ensuring that children and young people are treated with dignity, respect and fairness and are supported to participate in ways that recognise their individual strengths, needs and circumstances.

We recognise that children and young people should have opportunities to express their views about matters that affect them. Where appropriate, we will:

- listen to the views, preferences and experiences of the child or young person;
- communicate in ways that take account of their age, understanding and communication needs;
- involve them in decisions about their participation and support;
- provide meaningful choices wherever reasonably possible;
- work collaboratively with parents, carers and relevant professionals while recognising the child or young person's own voice;
- encourage participation without placing unnecessary pressure on an individual to communicate, learn or engage in a particular way; and
- take concerns about discrimination, exclusion, bullying or barriers to participation seriously.

We recognise that behaviour and communication can have different meanings for different individuals. We will seek to understand individual needs and circumstances rather than making assumptions based solely on behaviour, diagnosis or labels.

Children and young people will not be expected to disclose a diagnosis or other personal information simply in order to be treated with dignity, respect and consideration.



6. Bullying, harassment and discrimination

Thinking Futures does not tolerate discrimination, harassment, bullying, victimisation or other behaviour that undermines the dignity, safety or inclusion of others.

This applies across our services and activities, including interactions between children and young people, parents and carers, clients, contractors, associates and others involved in Thinking Futures programmes.

We recognise that inappropriate behaviour can take different forms and may occur face-to-face, online, through written or verbal communication, or through deliberate exclusion.

Where concerns arise, Thinking Futures will seek to respond fairly and proportionately. This may include:

- listening to those involved and taking concerns seriously;
- considering the circumstances, needs and understanding of those involved;
- addressing inappropriate language or behaviour;
- supporting individuals who have experienced discrimination, bullying or harassment;
- helping children and young people to understand the impact of their words or actions and develop more appropriate ways of responding;
- making reasonable adjustments or changes to arrangements where appropriate; and
- taking further action where behaviour presents a continuing risk to the safety, dignity or participation of others.

Where a concern also raises a safeguarding issue, it will be addressed in accordance with the Thinking Futures Safeguarding Policy.

Thinking Futures recognises that behaviour may sometimes be connected to an individual's communication needs, neurodivergence, disability, emotional regulation or other circumstances. This will be considered when deciding how best to respond, but will not mean that behaviour which causes harm to others is ignored.

7. Reasonable adjustments

Thinking Futures recognises that some individuals may require adjustments in order to access or participate in our services and activities.

We encourage individuals, parents or carers to let us know about any accessibility, communication, sensory, physical, learning or other needs that may affect participation. Wherever appropriate, children and young people will also be encouraged to tell us what helps them.

Reasonable adjustments will be considered on an individual basis and may include changes to:

- the way information or instructions are provided;
- communication methods;
- activities, resources or materials;
- the physical or sensory environment;
- timings, breaks or transitions;
- methods of participation or completing activities; and
- other arrangements that may reduce barriers to participation.

We will discuss possible adjustments with the individual and, where appropriate, their parent, carer or relevant professional.

Not every requested adjustment will necessarily be possible or reasonable. In considering an adjustment, Thinking Futures may take account of factors including its effectiveness in reducing disadvantage, practicality, available resources, the nature of the activity and the health, safety and needs of everyone involved.

Where a particular adjustment cannot reasonably be made, we will consider whether there is an appropriate alternative way of supporting participation.



8. Responsibilities

Responsibility for promoting equality, diversity and inclusion within Thinking Futures rests with Sarah Jones.

Thinking Futures will seek to ensure that the principles within this policy are reflected in the design, delivery and review of its services, programmes and activities.

Anyone delivering services or activities on behalf of Thinking Futures, including self-employed contractors and associates, is expected to:

- treat others with dignity, fairness and respect;
- support inclusive and accessible participation;
- follow agreed reasonable adjustments and support arrangements;
- challenge or report discrimination, bullying, harassment or exclusion where appropriate;
- avoid assumptions or stereotypes about individuals or groups;
- respect individual identities, communication preferences and differences; and
- raise concerns where they believe an individual is experiencing barriers, discrimination or unfair treatment.

Children, young people and other participants will also be encouraged to contribute to respectful and inclusive environments. Expectations will be communicated in ways that are appropriate to their age, understanding and the activity concerned.

Thinking Futures will reflect on feedback, concerns and experiences arising through its services and use these, where appropriate, to improve inclusive practice.

9. Raising concerns

Thinking Futures encourages individuals to raise concerns if they believe they have experienced or witnessed discrimination, harassment, bullying, exclusion or other treatment that is inconsistent with the principles of this policy.

Concerns can be raised with:

Sarah Jones

Thinking Futures

Email: sarah@thinking-futures.com

Children and young people may also raise a concern with a trusted adult involved in a Thinking Futures activity, or ask a parent or carer to raise it on their behalf. They will be supported to communicate their concerns in a way that works for them.

Concerns will be taken seriously and considered fairly, sensitively and proportionately.

Where a concern constitutes a complaint, it will be handled in accordance with the Thinking Futures Complaints Policy.

Where information raises a concern about the safety or welfare of a child or young person, it will be addressed in accordance with the Thinking Futures Safeguarding Policy and relevant safeguarding procedures.

No individual will be treated less favourably for raising a genuine concern about equality, discrimination or inclusion in good faith.

10. Monitoring and review

Thinking Futures is committed to developing and improving its approach to equality, diversity and inclusion.

We will consider feedback, concerns, complaints and experiences arising through our services and programmes to help identify barriers to participation and opportunities to improve our practice.

Where appropriate, we will review the accessibility and inclusivity of our activities, resources, environments and ways of working and make reasonable changes where these would improve participation or experience.

We will also keep our practice under review as our services and programmes develop and in response to relevant changes in legislation or guidance.

This Equality, Diversity & Inclusion Policy will be reviewed at least annually, or sooner where there are significant changes to our services, practice or relevant requirements.

Document control

Document: Thinking Futures Equality, Diversity & Inclusion Policy

Version: 1

Effective date: 01 September 2026

Policy owner: Sarah Jones, Thinking Futures

Review: At least annually, or sooner where required