

Equality & Diversity Policy

School of Dough CIC

Date: 17 December 2025

Review Date: (annually) 17 December 2026

1. Introduction

School of Dough is committed to providing an inclusive, welcoming, and respectful environment for all children, young people, families, staff, volunteers, and partners. As a Community Interest Company delivering cooking classes and food education, we believe that everyone should have equal access to opportunities, free from discrimination, harassment, or victimisation.

We value diversity and recognise the strengths that different backgrounds, identities, and experiences bring to our organisation and the communities we serve.

2. Legal Framework

This policy is guided by and complies with the **Equality Act 2010**, which protects individuals from unlawful discrimination based on the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

We are committed to upholding these legal rights in all areas of our work.

3. Our Commitments

3.1 Inclusive Access

We will:

- Provide equal access to our cooking classes, workshops, and community activities.
- Make reasonable adjustments to support the inclusion of children and young people with disabilities or additional needs.
- Ensure our venues, materials, and communication methods are as accessible as possible.

3.2 Fair Treatment

We will:

- Treat all participants, families, staff, and volunteers with dignity and respect.
- Challenge discriminatory language, behaviour, or attitudes.

- Promote a culture where difference is celebrated and valued.

3.3 Representation & Participation

We will:

- Encourage participation from a broad range of cultural, ethnic, and socioeconomic backgrounds.
- Provide inclusive recipes, teaching materials, and food activities that reflect the diversity of the community.
- Seek feedback from participants and families to continually improve our inclusivity.

3.4 Staff & Volunteers

We will:

- Ensure fair and unbiased recruitment practices.
- Provide equality and diversity awareness training for staff and volunteers where appropriate.
- Act promptly and fairly on any concerns about discriminatory behaviour.

4. Preventing Bullying, Harassment & Discrimination

School of Dough CIC has zero tolerance for:

- Harassment
- Bullying
- Discrimination
- Victimisation

Any concerns raised will be treated seriously and addressed in line with our safeguarding and complaints procedures. Children and young people will be supported to feel safe, heard, and respected.

5. Inclusive Cooking & Food Education

We recognise that food is closely linked to culture, identity, and family traditions. Therefore, we commit to:

- Respecting dietary requirements based on health, religion, culture, or personal preference.
- Providing alternatives that ensure every child can participate fully.
- Celebrating food traditions from a variety of cultures.

6. Responsibilities

Staff and Volunteers

Everyone representing the CIC is responsible for:

- Modelling respectful, inclusive behaviour.
- Reporting concerns or incidents to the designated safeguarding lead.
- Encouraging an environment where children feel comfortable being themselves.

Management

Leadership is responsible for:

- Maintaining and enforcing this policy.
- Reviewing and updating it annually.
- Investigating and resolving concerns related to equality and diversity.

7. Reporting Concerns

Anyone (participant, parent, carer, staff member, volunteer) can raise concerns about equality, discrimination, or inclusion by contacting:

- **Equality Lead / Safeguarding Lead:** Francesco Rigolli
- **Email:** schoolofdoughcic@gmail.com
- **Phone:** 07553384523

Concerns will be handled sensitively, confidentially, and in line with safeguarding best practice.

8. Monitoring & Review

This policy will be:

- Reviewed annually or sooner if legislation changes.
- Updated based on feedback from participants, families, and staff.
- Monitored to ensure it remains effective and relevant.

9. Approval

Approved by: Matthew Comley

Position: Director

Date: 17/12/2025