



Kisimul Group Ltd
Equality, Diversity & Inclusion Statement

At Kisimul, we are fully committed to promoting equality, embracing diversity, and creating an inclusive environment for everyone — including pupils, residents, colleagues, families, and our wider community.

We believe that every individual has the right to be treated with dignity, fairness, and respect, regardless of age, disability, race, sex, gender identity or reassignment, sexual orientation, religion or belief, pregnancy or maternity, marriage or civil partnership status, or any other protected characteristic under the Equality Act 2010.

Our Commitment

Kisimul is committed to ensuring that:

- No person is discriminated against, harassed, or victimised on the grounds of a protected characteristic as defined in the Equality Act 2010.
- Our services are delivered in ways that recognise, respect, and support each person's unique needs, identity, and culture.
- We foster a culture of inclusion where everyone feels safe, valued, listened to, and empowered — whether you are a resident, pupil, colleague, family member, or stakeholder.
- Decisions across education, care, and employment are made fairly, transparently, and without bias.

Putting Equality & Diversity into Practice

To embed equality, diversity, and inclusion across our organisation, we:

- Deliver person centred, rights-based care and education that reflects each individual's background, preferences, communication style, and beliefs.
- Provide accessible services, including translation and interpretation, Easy Read formats, sensory appropriate information, and culturally appropriate care.
- Offer equal opportunities in recruitment, development, training, and progression for all colleagues.
- Regularly review and monitor policies, practices, and outcomes to identify and remove barriers to equality.
- Provide mandatory and ongoing EDI training to all colleagues during induction and throughout employment.
- Actively encourage co production and open dialogue with the people we support, families, and partners to ensure our approach evolves with community needs.

Inclusive Care for All

Whether supporting people with learning disabilities, complex needs, autism, older adults, or individuals from minority or marginalised communities, we are committed to providing care and education that is:

- Inclusive
- Empowering
- Culturally sensitive
- Respectful of individual identity and lived experience

We welcome feedback and work collaboratively with those we support — and their families — to ensure our services continually develop and improve.

Raising Concerns

If you experience or witness discrimination, inequality, or unfair treatment within our organisation, we encourage you to raise your concern. All concerns will be taken seriously and addressed promptly, fairly, and confidentially.

Our Pledge

Kisimul is proud to be:

- an equal opportunities employer
- an inclusive education and care provider, and
- a Disability Confident committed organisation, ensuring disabled people and those with long term health conditions have fair and equal opportunities to thrive.