



G&T Events Ltd (trading as Future Survival)

Inclusion and Diversity Service Users Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: 2nd June 2025

Date of last update: 2nd June 2025

Date agreed and ratified by: 3rd June 2025, Mr G Broadbent, Director

Date of next full review: 1st June 2026

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

1. PRINCIPLES

- Future survival and Maries Welcomes ALL children.
- every child is of equal value, irrespective of race, gender, ability, disability, culture, religion or other differences.
- All children have a right to equality of opportunity.
- Children learn through example and participate within the principles of fairness, respect, tolerance, acceptance, and inclusion whilst at our club
- The individuality of each child should be valued.
- Discriminatory behavior from anyone at future survival or events held at any Maries location is unacceptable

2. POLICY & PRACTICE

Future Survival and Maries aim to do the following:

2.1 Admissions

- Operate an inclusive Admissions Policy for our clubs and events
- Take positive action wherever necessary to help ensure that equality of access is provided to all children

2.2 Premises

- Ensure that, as far as possible the premises are physically accessible to all members of the community

2.3 Resources

- Promote positive images of all people in our materials and resources, and avoid stereotypes
- Discard any material found to promote stereotypes or to go against our club's aims in its principles and practices

2.4 Communication to users and or visitors

- Acknowledge that there are many definitions of a family
- Acknowledge that families have different working patterns

2.5 Review & Evaluation

- The methods used to implement the principles and policy within our setting and their effectiveness will be monitored and reviewed regularly. From this process, any areas requiring attention will be acted upon swiftly

3. FAMILIES

- Children from all different cultural, social, racial and economic backgrounds are welcome at our clubs, and will all be cared for and respected in the same way.

6. RESOURCES/ACTIVITIES (PREDOMINANTLY OUR KIDS CLUB)

- We aim to give the children a balanced view of the world we live in and develop an appreciation of the rich diversity of our multi-cultural society. Appropriate resources and materials are selected to help children respect themselves and other people by avoiding stereotypes and derogatory messages about other cultural or social groups.

7. SPECIAL NEEDS

- We recognise the wide range of special/additional needs of children and families in the community, and we aim to play whatever part we can in meeting these needs. And will actively seek relationships with those who can support this to happen. Such as Autism Southeast.



Marie's Tea Room & Emporium, 22-23 High Street, Gravesend, Kent, DA11 0BA
Chalk N Teas, 95 Lower Higham Road, Gravesend, Kent, DA12 2NQ
Future Survival, 51-53 New Road, Gravesend, Kent, DA11 0AD

