



## **Our Mission & Strategy**

We're here for children and young people with special education needs and disabilities, young carers and families. We're on a mission to create a world where all kinds of children and young people have all kinds of opportunities. We create life-changing opportunities by providing a wide range of support. Together, we'll empower disabled children to stand up for their rights.

Childhood should be a joyful time. But some children and young people living with special educational needs and disabilities are defined by what they cannot do. That's wrong.

Every child should have an equal opportunity to play, learn, grow and thrive.

***Because when the world says we can't, kids say we can.***

Our strategic plan will enable us to reach 120,000 disabled young people and their families, every year, by 2027.

We welcome applications from individuals with disabilities or those with personal experience of disability. Our goal is to create a supportive environment where everyone feels valued. We ensure our recruitment process is accessible, making reasonable adjustments for disabled candidates, such as providing application forms in alternative formats like large print.

At Kids, we encourage individuals with disabilities to apply by guaranteeing an interview to those who meet the job requirements. Assistance is available for completing application forms, and our Careers team offers support options to ensure equal opportunities for all.

We prioritize the safety and wellbeing of everyone interacting with our services. Our staff receives training to address safeguarding concerns, and we collaborate with families and organizations to minimize risks to children, young people, and adults.

Our commitment to inclusivity includes rigorous recruitment procedures, such as DBS checks and Colleague Suitability Declarations. We ensure that anyone listed on Barred Lists cannot legally work with vulnerable individuals.

Diversity, Equity and Inclusion are core principles at Kids. We strive to create a diverse and inclusive workplace where everyone has equal access to opportunities and professional development. By embracing diversity, we aim to build a stronger, more vibrant community for all.