



## Equalities Policy

At XYZ After School Club we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the Club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

### **Challenging Inappropriate Attitudes and Practices**

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times. The Club will take appropriate disciplinary or legal action to protect staff and children at the Club from any discriminatory behaviour, verbal or physical, by any individual or groups. Allegations of discriminatory behaviour by any member of staff or child will be dealt with under the appropriate Grievance and Disciplinary Procedures.

### **Racial Harassment**

The Club will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Club, from staff and from any other adults on Club premises (eg parents/carers collecting children).

### **Equal Opportunities**

The Club will, therefore, as an employer operate an equal opportunities policy in the recruitment, selection and promotion of staff at all levels. Selection criteria and procedures will be monitored and reviewed to ensure that individuals are recruited and selected on the basis of their relevant merits and abilities by ways that can be shown to be not directly or indirectly discriminatory as defined in the Sex and Race Discrimination Acts. All employees will be afforded the opportunity to undertake training appropriate to their present posts and future aspirations.

### **Children with Additional Needs**

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the Club, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required, parents may be charged an additional fee to cover the staff costs.

### **Special Educational Needs Coordinator**

The Club's Special Educational Needs Coordinator (SENCO) is Sharon Jackson. The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

Signed:

Adopted: Sept 2009

Reviewed: