



### **2.6 Equality and Diversity Policy**

At Ecclesall Kids Club we will ensure that we provide a safe and caring play environment that is welcoming to all, free from discrimination, for everyone in our community including children with additional needs.

We aim to Recognise that all children are different and aim to identify how best to support each participant and family during all of our sessions. We value the contributions that all participants and their families can bring. We actively promote anti-discriminatory practice to build an inclusive environment where every participant can fulfil their potential. As a team we continually reflect on our practice and increase our knowledge around equality issues. We provide an inclusive environment recognising that as individuals, children and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of outside agencies. We adhere to relevant legislation to ensure equality in the service we provide.

### **Employment**

Ecclesall Kids Club strives to find the best candidate for every job vacancy regardless of race, religion, home language, family background, gender or disability and/or learning difficulty. All positions are advertised in the local community, all applicants are assessed against the same criteria. Each position is offered to the applicant who best meets the criteria for the position. Ecclesall Kids Club work with children, so all staff are required to undertake an Enhanced Disclosure and Barring Service check (DBS Check).

### **Staff**

Ecclesall Kids Club is committed to the fair treatment of its staff, volunteers, students, participants and users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age or physical/mental disability. All staff members have knowledge of our Equality and Diversity Policy and share the responsibility of ensuring that we provide a fully inclusive service for all participants and their parents/carers and families. They recognise the importance of their role in promoting equality and challenging discrimination. We seek out ongoing training/professional development opportunities for staff to enable them to keep up to date with new developments, current research and appropriate practice.

### **Environment and Resources**



We aim to provide a safe, secure and caring environment in which all participants can flourish and in which all contributions are valued free from discrimination, for everyone in our community. To achieve this:

- We ensure children feel good about themselves and others through providing resources that celebrate and give a balanced view of the world, that reflect and respect 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 stereo typing.
- We do not discriminate on the grounds of disability, sexual orientation, class, family status or medical backgrounds.
- We encourage children through play equipment and activities that explore, acknowledge and value similarities and differences between themselves and others.
- Our physical resources take into account children's size, height and physical needs, e.g. we have child-sized tables and chairs and sinks at their level as well as using the correct size toys and equipment for the appropriate ages of all participants attending our sessions.
- Our premises maximise accessibility as far as is possible within the constraints of the school buildings. We are on one level and we have access to a lift, to enable access to and from the school lower level.
- We ensure our recruitment policies and procedures are open, fair and non-discriminatory.
- We work to fulfil all the legal requirements of the Equality Act 2010.
- We monitor and review the effectiveness of our inclusive practice by conducting an inclusion Audit on an annual basis.

### **Inclusive Practice**

All staff members share the responsibility of ensuring that we provide a fully inclusive service for participants and their parents/carers and families. When starting Ecclesall Kids Club all children under the age of 5 years are appointed a Key Person who will be responsible for helping them reach their potential during their time under the Early Years Foundation Stage Planning. We will identify and aim to provide additional resources and support for individual children, where needed. We aim to be fully aware of special arrangements that may be necessary to ensure that children with disabilities, learning difficulties or additional needs are fully included in all activities planned for children.

### **Working with Parents and Carers**

We aim to include and value the contribution of all families to increase our understanding of equality and diversity. We ensure that our parents/ carers have

access to our Equality and Diversity policy by making it available on our website. We value the contribution that parents can make to the setting and aim to make all parents feel welcome.



### **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.

### **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). **In Line with our Managing Behaviour Policy, Parent/Carer Behaviour Policy and Staff Behaviour Policy**

### **Promoting equal opportunities**

- Staff receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

### **Special Educational Needs**

Ecclesall Kids 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 where possible 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 we will assist parents in accessing the funding required to provide the additional care.

Our Deputy Play Manager Emma Thackery is our club Special Education Needs Coordinator (SENCO). Our 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 although all members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.



- liaise with the parent and school SENCOs with prior parental permission to enable us to support a child. Where appropriate meet with a child's parents alongside the play-manager to discuss how best we can support their SEN child to ensure they have a participative and inclusive experience at our club and settle well.
- Work with both our Play-Manager and Business Manager to ensure that the appropriate resource is in place should we receive SNIPs or other funding for 1:1 keywork care.
- Ensure all Leaders are trained and experienced in the care of our children with special educational needs or physical disabilities and advise other staff on supporting our children with additional needs or physical disabilities.
- Ensure all staff have the relevant information to best support any child with additional needs in our setting via staff meetings/ supervision for key workers etc. Keyworkers have a particular role in supporting a child with additional needs and will be given support from their Leaders and additional training where appropriate.

This policy was adopted by: Ecclesall Kids Club	Date: 4/3/17
Last Reviewed: 16/03/21	Signed: <i>Ecclesall Kids Club Committee</i>