

Equalities Policy

At Fun Fest we will take reasonable measures to 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 Clubs objective in creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different race 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, HIV/Aids status or other protected characteristics
- 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 the clubs services are available to all parents and carers and children in the local community
- Ensure that the Clubs recruitment policies and procedures are open, fair and non-discriminatory
- Work to fulfil all the legal requirements of the Equality Act 2010

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 always modelling anti-discriminatory behaviour.

Harassment

The Club will not tolerate any form of racial or discriminatory harassment on any basis. 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 (for example parents/carers collecting children or visitors to the Club)

Promoting equal opportunities

The Manager is responsible for ensuring that:

- 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

Children with additional needs

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

Special Educational Needs Coordinator

The Clubs Special Educational Needs Coordinator (SENCO) is

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The SENCO will:

- Manage the provision for children with additional needs and disabilities
- Access and disseminate training in the care and support for those children who need it

All members of staff will assist the SENCO in supporting for children with additional needs or disabilities in line with their support plan.

| This policy was adopted on | Signed on behalf of the Club | Date for review |
|----------------------------|------------------------------|-----------------|
| 16/10/2024 | Tina Tezekil | 16/10/2025 |

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2024): learning and development concerns [1.31], Safeguarding and Welfare Requirements: SEND [3.61], Information for Parents and Carers [3.82], Outside Access [3.68]