

## **Ecclesall Kids Club**

### **1.2b Equalities Policy**

At Ecclesall kids 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 Ecclesall Kids Club's objective for 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 Ecclesall Kids Club 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 and having a named staff member as ENCO.

### **Challenging inappropriate attitudes and practices**

We will challenge inappropriate attitudes and practices by:

- engaging children and adults in discussion
- displaying positive images of race and disability
- staff always modelling anti-discriminatory behaviour and celebrating differences

### **Racial harassment**

Ecclesall Kids Club will not tolerate any form of racial harassment. Ecclesall Kids Club will challenge racist and discriminatory remarks, attitudes and behaviour from children, staff or from any other adults on Club premises (e.g., parents/carers collecting children).

Promoting equal opportunities, The Club's Equality Named Coordinator (ENCO) is Tammy Mason. The ENCO 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.
- An annual equality action plan, inclusion and diversity audit (including an ENCO resource checklist) and inclusion self-review are completed.

### **Children with English as an Additional Language (EAL)**

- We recognise and value the cultural and linguistic diversity of our children.
- We promote the use of home language and try to include this in our setting.
- We use visuals, multilingual signs, and images that reflect the cultural backgrounds of the children

We seek information regarding children's languages when registering with us. EAL families are asked to fill out a "me and my home language sheet" so to inform our practice, such as visual labelling of toys and multi-lingual books. Putting this into place encourages the use of multi-lingual skills in the children and creates awareness of linguistic diversity in the setting, as well as a source of comfort and security for the child. When using a child's home language, we encourage participation from the parents so that we can ensure correctness.

### **Children with additional needs**

Ecclesall Kids Club recognises that some children have additional needs or physical disabilities that require 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.

### **Special Educational Needs Coordinator**

The Club's Special Educational Needs Coordinator (SENCO) is Tammy Mason. The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and/or 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.

This policy was adopted by: <i>Ecclesall Kids Club</i>	Date: 12/5/21
Reviewed: 17.07.2025 Mid-year review – 4 <sup>th</sup> Jan 2026	Signed: <i>Ecclesall Kids Club Committee</i>