

# Equalities Policy

At Just for Fun Holiday 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.

Just for Fun Holiday Club ensures that our service is fully inclusive in meeting the needs of all children and their families. We ensure every child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability. Our SENCO is the Club Manager (Sean Harper).

The Holiday Club is open to families whose children attend other schools. We welcome the diversity of family lifestyles and work with all families. We work in partnership with parents to ensure that medical, cultural and dietary needs of children are met. We encourage parents/carers to take part in the life of the setting and to contribute fully. All families have equal opportunity to be involved in the running of the club by discussion with staff. Just for Fun Holiday Club, provides a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued. All children are supported to reach their full potential. All children, irrespective of their needs are encouraged wherever possible to participate in all activities. We aim to provide for the developmental needs of each child in the group.

## **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).

## **Promoting equal opportunities**

The Club's Equal Opportunities Named Coordinator (ENCO) is Sean Harper. 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.

## **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 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 Sean Harper. 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.

This policy was adopted by: Just for Fun Holiday Club	Date: 11/03/24
To be reviewed: 01/02/26	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017)*: *Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Child protection [3.7].*