



Kool Kids Club

Equality, Inclusion & Valuing Diversity

Our Club is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The Club's equal opportunities procedures aim to help everyone involved in the Club to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The Club aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The Club will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The Club recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the Club will welcome and encourage parents and carers to get involved in the running of the Club, and to comment on the effectiveness of its policies and procedures.

The Club will facilitate regular opportunities for consultation with parents/carers about the service that the Club provides, as a means of monitoring the effectiveness of the equal opportunities policy.

Equal Opportunities & Valuing Diversity Procedures

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

Admissions:

- Ensure that our services are open and available to all parents/carers and children in the local community
- Advertise our services widely, and reflect the diversity of our members in these advertisements
- Provide our information in written and spoken form
- Provide our information where possible in other languages or formats to help families feel welcomed and valued
- Implement a fair system of admissions, ensuring that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Club's services
- Consideration will always be given to make reasonable adjustments required to include any child who may have a disability or special educational needs



- Treat all children and their parents/carers with equal concern and value.
- Make parents/carers aware of our Equality, Inclusion & Valuing Diversity Policy
- Action will be taken against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with seriously

The Club Environment:

- We will actively promote the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those with different faiths and beliefs, in the planning and implementation of the children's activities
- We will encourage children to respect other people, particularly regarding the protected characteristics set out in the Equality Act 2010, and we will help them to understand that discriminatory remarks are cruel and unacceptable
- We will respect the children, in an environment where they feel valued and free to express themselves
- We will where ever possible provide additional support to children where needed, so that all children feel an active member of the club and have access to all activities
- We will help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- We encourage children to share ideas and stories related to their own cultural and religious identities
- We encourage parents/carers to play an active role in the continuous development of the setting
- For families who speak English as a second language, we will develop means to ensure their full inclusion

Employment:

- We ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- We ensure that all members of staff are aware of, and understand, this policy (in line with the Equality Act 2010) as it relates to all aspects of its work.
- We encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management, and Dealing with Racial Harassment policies.
- We treat seriously, any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.



- We work to fulfil all the legal requirements of the Equality Act 2010, Children Act 2004, and The Special Educational Needs and Disability Code of Practice 2015. The Manager and deputies will be responsible for ensuring that the terms in this policy are implemented and that its effectiveness is regularly monitored. They will also be responsible for ensuring that:
 - Staff receive appropriate training.
 - The Equality, Inclusion & Valuing Diversity policy is consistent with current legislation and guidance.
 - Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

All the Club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

Inclusion policy

Our Club is aware that some children have special educational needs and/or physical disabilities that require particular support and assistance. We are committed to taking appropriate action to make sure that all children are able to access our services, made to feel welcome, and that our activities promote their welfare and development.

We are committed to the inclusion of all children in our care. We believe that children with special educational needs and/or physical disabilities have a right to play, learn and be able to develop to their full potential alongside other children. Children with special educational needs and/or physical disabilities will have access to the same facilities, activities and play opportunities as their peers. Everybody stands to gain if all children can share the same opportunities and are helped to overcome any disadvantages that they may face.

The policies, procedures and practices of the Club in relation to children with special educational needs and/or physical disabilities are consistent with current legislation and guidance. These include the Special Educational Needs and Disability Code of Practice 2015 and the Equality Act 2010.

The Club believes that by identifying individual needs and taking proactive steps alongside parents/carers and other statutory professionals or agencies, all children should be able to play a full, active and equal part in the Club's activities.

Inclusion Co-ordinators

Kool Kids Club has been awarded the Inclusion Standards at Gold level. We have an Inclusion Coordinator (INCO) who oversees the admission and support of children with special educational needs and/or disabilities, and a staff member qualified in Special Educational Needs to provide additional support. Our named INCO is **Lauren Peirse**. All members of staff will be expected to assist the Inclusion Coordinator in caring for children with special educational needs and/or physical disabilities.



The Coordinator's responsibilities include:

- Working alongside the manager to ensure that all staff are aware of all legislation, regulations and other guidance on working with children with special educational needs and/or physical disabilities.
- Working with the manager to ensure that all staff who work with children with special educational needs and/or physical disabilities have appropriate skills and training.
- Coordinating regular monitoring and reviews of children's progress; involving parents/carers, other members of staff, relevant representatives from statutory agencies and, if appropriate, the child themselves. Alongside the manager, they will also be responsible for ensuring that any actions following such reviews are followed through.
- Assessing each child's specific needs and adapting the Club's facilities, procedures, practices and activities as appropriate.
- Ensuring that systems are in place to adequately plan, implement, monitor, review and evaluate the Special Needs policy.
- Ensuring that children with special educational needs and/or physical disability are fully considered when activities are being planned and prepared.
- Liaising with parents/carers about the needs of their children and the plans and actions of the Club, as well as being the point of contact for parents/carers.
- Liaising with other agencies and seeking advice, support and training for themselves and other staff as is necessary.
- Supporting other members of staff to become more skilled and experienced in the care of children with special educational needs and/or physical disabilities.
- Ensuring that all children are treated with equal concern and respect and are encouraged to take part in all activities.
- Ensuring that accurate observations and assessments of children's progress are regularly made and properly recorded.

This policy was adopted at a meeting of	Kool Kids Club
Held in:	February 2022
To be reviewed in:	February 2023
Signed on behalf of the setting:	J. Phillips
Name of Signatory:	Jonny Phillips
Role of Signatory:	Acting Manager