

# Active8 Minds

## Equalities and Inclusion Policy

At [Active8 Minds](#) 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 the Club's objective of 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.
- 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 the Club's 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 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).

### Children with additional needs

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. Reasonable adjustments will be made to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required we will discuss with parents/guardians in accessing the funding required to provide the additional care.

This policy was adopted by: Active8 Minds	Date: August 2016
To be reviewed: August 2017	Signed: <a href="#">D Janowski</a>

Adapted from the *Statutory Framework for the Early Years Foundation Stage (2012): Safeguarding and Welfare requirements: Equal opportunities [3.66] and Information for parents and carers [3.72]*.