

## **Fun Five Equality, Diversity and Inclusion Policy**

Equality, diversity and inclusion (EDI) are concepts we must all actively incorporate into all areas of our lives, and this is especially true when in the workplace. Everyone deserves equal opportunity, no matter what background they may come from or what attributes they may possess.

However, this does not mean simply treating everyone the same. Equality, diversity and inclusion are all about promoting and accepting the things that distinguish us from those around us and making others feel safe and welcome. It is about ensuring that you are receptive to the needs of those with unique characteristics. The protected characteristics are; Age, Disability, Sex, Sexual orientation, Race, Religion or belief, Gender reassignment, Marriage or civil partnership, Pregnancy and maternity. These are protected from discrimination under equality legislation – the Equality Act (2010).

### **The Fun Five Club Welcomes ALL Children and Our Aims are:**

- All Staff, Children, Governors and Parent/Carer(s) at the Fun Five Club to treat everyone with respect.
- All religions, Race (including colour, nationality and ethnic or national origin), Age, Disability and Ability to be treated equally.
- An inclusive club where all children feel safe and cared for.
- Discriminatory behaviour from anyone at the club is unacceptable.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. We have based our Equality Objectives on feedback from engagement with our school community and our own school data.
- Teach and train our children, staff and governors about the principles and practice of equality, diversity and anti-discrimination.

We recognise and celebrate the fact that society is made up of people from diverse backgrounds and life experiences. It is important that all children are prepared to live in such a society. The purpose of our EDI Policy is to fulfil the duties to promote equality and inclusion for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our plans and policies.

Fun Five Club supports integration and the treatment of all children and adults as individuals, wherever this is possible.

The policy applies to all full time, part time, job share, permanent, temporary and supply staff. It applies to all children, parent/carer(s), outside agencies and visitors to the school in line with equality legislation and the school's legal responsibilities to promote equality and inclusion in employment, education and access to services.

### EDI Summary Statement

At the Fun Five Club we are committed to eliminating any unlawful discrimination on grounds of race, gender, transgender, religion or belief, disability or sexual orientation, pregnancy or maternity marriage or civil partnership by creating an environment where every individual, regardless of ability or background, is able to participate and is valued fully as a member of the school community.

Being opposed to all forms of discrimination and prejudice we promote a positive attitude towards differences and expect respect for people of all backgrounds. Stereotyped ways of thinking are the result of ignorance and may result in low self-esteem and limited aspirations. The Club values and encourages involvement of people from all sections of the local community and through this involvement aims to provide positive images, which challenge stereotyped thinking.

Any language or behaviour which is racist, sexist, homophobic, disablist or potentially damaging to any group will not be tolerated and will be challenged and monitored. Information derived from monitoring will be used to plan strategies to combat incidents.

The Responsible Individual, Management and the Governing Body of the club will work with all its partners to be proactive in promoting equal opportunities and inclusion for all, fostering good relations and in tackling unlawful discrimination.

The Manager for the Club is responsible for:

- Making sure the EDI policy is readily available, along with related policies, and that governors, staff, children, Parent/Carer(s) know about it.
- Making sure the policy and its procedures are followed.
- Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary.
- Where possible, aim to provide adaptations to the facilities and environment in order to cater for individual additional needs.
- Providing one to one support at the club, if a child requires this and will make every effort to work with the Parent/Carer(s) and relevant organisations to access additional funding and extra staff members to provide the support.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.
- Making sure the EDI policy is regularly monitored and reviewed.

The named person with responsibility for dealing with reported incidents of unlawful discrimination is the Head Teacher Mrs C Hart. Staff and children are aware of who the named person is. The named person ensures that all reported incidents are recorded in the behaviour log & analysed within the school.

All staff are responsible for:

- Dealing with incidents of unlawful discrimination and bullying.
- Being able to recognise and tackle bias and stereotyping.

- Promoting EDI and good relations between all groups.
- Keeping up to date with the law on discrimination, and taking up training opportunities
- Considering the individual needs of children when planning for activities and buying toys and other equipment.
- Where appropriate, children's progress will be monitored and recorded in consultation with Parent/Carer.
- Full cooperation will be given to outside agencies in order to meet the specific needs of the child.
- Consulting with children and Parent/Carer(s) as appropriate with regard to individual additional needs.
- Strategies such as positive behaviour management will be implemented.
- Promoting anti-discriminatory practices and encourage a positive atmosphere for all.

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and inclusion and eliminate discrimination within the club. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible. The reason that this progress is important is to understand the full range of needs of children and their families.

We believe that our activities should be open to all children, and all adults are committed to their well-being. We aim to ensure that all who attend and work at the Fun Five Club have Equal Opportunities.

#### *Admissions*

Our Club is open to all children aged between 4 and 11 years and that who attend St John Lloyd.

#### *Employment*

The Fun Five Club will always appoint the best person for each role and will treat all applicants fairly. We welcome applications from all, irrespective of religion, Race (including colour, nationality and ethnic or national origin), Disability and Ability or any other differences.

#### *Resources*

We aim to give children a balanced view of the world we live in and develop an appreciation of the rich diversity of our multi-cultural society. Appropriate resources and materials such as dolls, books and crafts are selected to help children respect themselves and other people by avoiding stereotypes and derogatory messages about other cultural groups.

#### *Additional Needs*

We recognise the wide range of additional needs of children and families in the community, and we aim to facilitate with their needs. Children's needs are assessed in various ways to establish what support they may need whilst attending the Club.