



Out of School Club

Equalities Policy

At Brewster Avenue Out of School 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 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 or family 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 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 sharing positive images of race and disability (e.g. via toy and book choices), and through our staff modelling anti-discriminatory behaviour at all times.

Any prejudice related incidents will be recorded on an incident form and reported to the Headteacher (See the School's Procedures for managing prejudice related incidents for further information).

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 (e.g. via DLA).

The School's Special Educational Needs Coordinator (SENCO) is Amanda Bull. Where necessary, she will support staff to manage the provision for children with special educational needs or physical disabilities.