

## **Emmer Green After School Club Equalities and SEN policy**

EGASC is committed to ensuring that we provide a safe and caring environment, free from discrimination for all including children with additional needs. Our aim is that all children, parents, families and staff feel valued and that they are treated fairly and equally.

We welcome all sections of the community and aim to ensure that through our recruitment and admissions procedures candidates, employees, children and their families are treated fairly with respect for the individuals ethnic origin, religion, culture, gender, age, class, sexual orientation, family status, additional needs or disability, without discrimination or stereotyping.

**The clubs Equal Opportunities Named Co-ordinators (ENCOs) are Michelle Smith and Gemma Churchill. They are responsible for ensuring that the equalities policies and procedures are maintained and updated in accordance with legislation and guidance and that the environment and activities at the club reflect diversity and promote equality.**

**Anti-discriminatory good practice with the children is promoted by:**

- making children feel valued and good about themselves, celebrating our differences which make us all unique
- ensuring all children are included and given equal chances and opportunities to join in with activities and special privileges -eg: daily helpers, setting up, choosing equipment/activities
- involving children in rule making within the club
- using resources which are accessible to all children, giving encouragement and direction to those that need it.
- providing activities and sharing in various religious and cultural celebrations throughout the year.
- treating children with individual and equal concern including finding out about family customs and beliefs and dietary requirements.

We expect all children that attend the emmer green after school club to respect one another and staff regardless of gender, culture, age and ability. We will challenge inappropriate attitudes, behaviour or discriminative remarks through discussion and activities and by staff modelling positive attitudes and anti-discriminatory behaviour at all times.

We do not tolerate any form of bullying at the club.

**Anti-discriminatory good practice in relation to employment of staff and visitors is encouraged by:**

- having a fair recruitment and selection procedure

- encouraging people to apply for jobs who reflect the diversity of the local and wider community;
- providing access to appropriate training for staff by appraisal of individuals, discussions with individuals, group discussion, observation of performance or inspection outcomes;
- providing equal access for staff and volunteers irrespective of gender, culture, age, sexuality, religion or disability.

All staff are to remember they are role models and are expected to foster and facilitate a welcoming environment for all children, parents and other staff members and establish an atmosphere within the EGASC which effectively reduces prejudice and raise self-esteem, so that all children can develop independence and freedom of choice.

#### **Anti-discriminatory good practice in relation to communication with parents is promoted by:**

- Welcoming and encouraging visits for new parents and their children prior to them attending the club, to open communication pathways and build relationships
- Discussing with parents about matters such as diet, special or individual needs, religion, language, health and medical conditions, both when the child joins the club and on an ongoing basis where required.
- Maintaining communication with parents through texting service, email, newsletters and face to face feedback and conversation
- Ensuring that the families of all children are equally valued and respected.

#### **Children with additional needs**

The club recognises that some children have additional needs or physical disabilities that require particular support or assistance. We will assess the individual needs of each child, consulting and working together with their parents prior to them attending the club and we will make reasonable adjustments where needed to ensure that all children can access our service and are made to feel welcome and equal.

**The clubs Special Educational Needs Co-ordinators (SENCOs) are Stacie Smith and Claire Daley. They are responsible for managing the clubs provision for any children with additional needs or disabilities.**