

Twilight Hours After School Club

Equalities Policy

At [Twilight Hours After 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, family status and HIV/Aids 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 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.

The Club's Equal Opportunities Named Coordinators (ENCO) are [Debbie Steeples and Katherine Shimwell](#). The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The Club will not tolerate any forms of racial harassment. Twilight will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the setting, 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. We will assess the individual needs of each child in consultation with their parents prior to their attending Twilight, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

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To be reviewed:	Signed:	
Policy Name: Equalities Policy	Signed:	

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Special Educational Needs Coordinator

Twilight Hours Special Education Needs Coordinators (SENCO) are [Debbie Steeples](#) and [Katherine Shimwell](#). At each setting there will be a designated SENCO in their absence who will manage the provision for children with special educational needs or physical disabilities. The SENCO will be fully trained and experienced in the care and assessment of such children. All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

British Values

At Twilight Hours we are committed to embedding British Values into our planning and the care we give, creating an environment where everyone feels welcome and a part of the team.

The British Values and how we will support them is as follows: -

The Rule of Law - we have Rules written by the children to help to keep everyone safe.

Individual Liberty - children are involved in choices about what they eat and what activities they do. They can also input into the Planning and ask for specific activities to be out.

Mutual Respect - We teach the children to treat other people the way they would like to be treated themselves.

Tolerance (of those of different Faiths and Beliefs) - we do not accept any form of discrimination based on skin colour, religion, gender, nationality, sexual orientation, disability, ethnicity or social background. As described in Challenging Inappropriate attitudes and practices above.

Democracy - We vote on what we wish to do, taking on board everyone's ideas and choices

Related Policies - Whistleblowing Policy

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