

Equality, Diversity and Inclusion Policy

ICE Ilfracombe operates in partnership with Ilfracombe Academy and local churches. When our workers are operating within Ilfracombe Academy or local churches or organisations, that organisation's own equality, diversity and inclusion policy will apply. While ICE Ilfracombe expects good equality, diversity and inclusion practice in these organisations, the ICE Ilfracombe Equality, Diversity and Inclusion Policy applies only to activities organised and carried out by ICE Ilfracombe workers specifically for ICE Ilfracombe, such as the Delta Club, and not under the auspices of Ilfracombe Academy or local churches or other organisations.

This policy applies to any employees and volunteers working for ICE Ilfracombe and to others, including visitors and children. *The term 'worker' applies to both employees and volunteers.*

The purpose of this policy is to support ICE Ilfracombe in its commitment to the promotion of equality of opportunity and the elimination of unlawful and unfair discrimination. We value and embrace diversity and our intention is to ensure a holistic and inclusive approach. We recognise the protected characteristics as defined in the *Equality Act 2010*.

ICE Ilfracombe is aware that direct discrimination, indirect discrimination or any kind of harassment and victimisation constitutes unlawful behaviour.

1. General statement of policy

- We aim to:
 - provide a learning and leisure environment where all individuals see themselves reflected and feel a sense of belonging
 - prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community
 - include and value the contribution of all families to our understanding of equality, diversity and inclusion
 - provide non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
 - plan systematically to improve our understanding and promotion of diversity
 - actively challenge discrimination and disadvantage
 - make inclusion and acceptance of difference a thread which runs through all our activities
 - ensure that equality, diversity and inclusion are fully reflected in the employment practices and procedures of ICE Ilfracombe, and ensure we are compliant with the Equality Act 2010.
- We seek to ensure that people with disabilities are not discriminated against.
- We welcome people's participation in ICE Ilfracombe activities whatever background or disability they may have.
- We promote the principles of fairness and justice for all through the activities we provide and ensure that all children have equal and fair access to the activities.
- We challenge stereotyping and prejudice whenever it occurs and strive to remove any forms of indirect discrimination.
- We will ensure that our recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

2. Procedures

2.1 Actions to support equality, diversity and inclusion

- We adhere to the principles of safer recruitment for our workers as detailed in the *ICE Ilfracombe Safeguarding Policy*.
- We adhere to the guidance provided in the *Delta Behaviour Guidelines*.
- We will, within our resources, make arrangements for children with special educational needs and disabilities.
- We will ensure that workers treat children fairly, equally and with respect.
- When selecting activity material, workers will pay due regard to the sensitivities of all members of the club and will not provide material that is sexist or racist in nature.
- We will strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- Workers will challenge and intervene in a positive way against any occurrence of prejudice, racism or discrimination.

Signed

Mark Ruoff

Chair ICE Ilfracombe Trustees

Approved

7 September 2020

Last reviewed 11 February 2026