

# **Our Free Minds**

## **Equalities Policy**

At [Our Free Minds](#) 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 Group's objective of creating an environment free from discrimination and welcoming to all, the Group 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 or 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 home educating parents/carers and children and school refusers in the local community.
- Ensure that the Group's recruitment policies and procedures are open, fair and non discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- Will monitor and review the effectiveness of our inclusive practice and policy annually.

### **Challenging inappropriate attitudes and practices**

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

### **Racial harassment**

The Group will not tolerate any form of racial harassment. The Group will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Group, from staff and from any other adults on Group premises (eg parents/carers collecting children).

### **Promoting equal opportunities**

The Group's Equal Opportunities Named Coordinator (ENCO) is [Guy Asherson-Taylor](#). 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.

### **Children with additional needs**

Our Group 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 Group, 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.

### **Special Educational Needs Coordinator**

The Group's Special Educational Needs Coordinator (SENCO) is **Guy Asherson-Taylor**. The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- 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.

Our Free Minds also commits to CPD prioritising SEND, trauma and neurodiversity training for our staff.

This policy was adopted by: <b>Our Free Minds</b>	Last reviewed and signed by:
Date of last review: <b>23.08.2023</b>  To be reviewed: <b>30.08.2026</b>	- <b>Katie Kotting, Chair of the Board of Trustees</b> - <b>Clea Sambrook, Trustee for Safeguarding</b> - <b>Sze Wai Wong, Trustee</b>