

Equality / Diversity / Inclusion (EDI)

1. Introduction

Summer Adventure Camp Ltd is fully committed to the active promotion of equality of opportunity, to valuing the diversity of all its staff and clients, and to challenging discriminatory behaviour. At SAC we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

2. Scope

This Policy applies to all current and prospective staff and clients

3. Purpose

The purpose of this document is to set out our policy in relation to Equality & Diversity and in doing so, encompassing the provisions of the Equality Act 2010.

4. Responsibility for implementation

It is the responsibility of the Directors to ensure that this policy is promoted and implemented by ensuring procedures are in place and that these procedures are acted upon.

SACs Equal Opportunities Named Coordinator (**ENCO**) is Rebecca Camis. The ENCO is responsible for ensuring that:

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

SACs Special Educational Needs Coordinator (**SENCO**) is Rebecca Camis. 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.

5. Definitions

The Equality Act 2010 replaces a range of previous equality legislation with a General Equality Duty covering nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

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Signed By: Bryn Beach	Review on: March 2027

6 Policy Commitments.

- All staff and clients are treated with equal dignity and fairness regardless of their actual or perceived age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Discrimination will be challenged to ensure clients and staff experience fairness, equality of opportunity and respect in all areas of work and activity.
- To achieve the objective of creating an environment free from discrimination and welcoming to all, everyone 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 parents/carers and children in the local community.
 - Ensure that the recruitment policies and procedures are open, fair and non-discriminatory.
 - Work to fulfil all the legal requirements of the Equality Act 2010.
 - We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

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

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

Children with additional needs

SAC 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 SAC, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

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