



# The Little Nut Tree Holiday Club



## Equal Opportunities Policy

At The Little Nut Tree Holiday 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.

### Racial harassment

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

### Equal Opportunities Named Coordinator

- The Club's Equal Opportunities Named Coordinator (EOCN) is Adrianna Pazera. The EONC is responsible for ensuring that:
  - Staff receive relevant and appropriate training
  - The Equal Opportunities policy is consistent with current legislation and guidance
  - Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.
  - Incidents relating to Equal Opportunities will be thoroughly investigated.

## Children with additional needs

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all 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.

This policy was adopted by: The Little Nut Tree Holiday	Date: 24/06/2021
To be reviewed: 24/06/2022	Signed: Adrianna Pazera

Written in accordance with the EYFS welfare requirements: *Safeguarding and Promoting Children's Welfare and Organisation*