



Safe Hands Afterschool Club

Equal Opportunities & Inclusion Policy



Approved by: Melanie Lawlee

Date: 24/03/2026

Review Date: 24/03/2027

1. Purpose

Safe Hands Afterschool Club is committed to providing a **safe, inclusive and caring environment** that is free from discrimination and welcoming to all children, families, staff and visitors.

This policy outlines how the Club promotes equality, challenges discrimination, and supports children with additional needs, in line with the **EYFS Statutory Framework 2025** and the **Equality Act 2010**.

2. Scope

This policy applies to:

- All children attending Safe Hands Afterschool Club
 - All staff, volunteers and students
 - Parents/carers and visitors to the Club
 - All Club sessions and activities
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3. Legal & Statutory Framework

This policy is informed by the following legislation and guidance:

- **Early Years Foundation Stage (EYFS) Statutory Framework 2025** – Safeguarding and Welfare Requirements
 - **Equality Act 2010**
 - **Special Educational Needs and Disability (SEND) Code of Practice 2015**
 - **Working Together to Safeguard Children 2023**
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4. Our Commitment to Equality and Inclusion

To create an environment that is inclusive and welcoming to all, Safe Hands Afterschool Club will:



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- Respect the **different racial origins, religions, cultures and languages** within our community so that each child is valued as an individual, without racial or gender stereotyping
 - Not discriminate against children or families on the grounds of **disability, race, religion or belief, sexual orientation, gender reassignment, family status, class, pregnancy or maternity, or HIV/AIDS status**
 - Ensure services are **accessible to all families** within the local community
 - Celebrate diversity and promote positive self-esteem by recognising the differences that make each individual unique
 - Provide a wide range of **inclusive resources, activities and experiences** that reflect diversity and support cultural and religious identity
 - Ensure recruitment, selection and employment practices are **open, fair and non-discriminatory**
 - Comply fully with the requirements of the **Equality Act 2010**
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5. Challenging Inappropriate Attitudes and Practices

Safe Hands Afterschool Club actively challenges inappropriate attitudes and practices by:

- Engaging children and adults in **age-appropriate discussions** about fairness, respect and inclusion
- Displaying **positive and diverse images and resources**, including those representing race and disability
- Ensuring staff consistently **model inclusive and anti-discriminatory behaviour**

Any discriminatory behaviour or language will be addressed promptly and appropriately.

6. Racial Harassment and Discriminatory Behaviour

The Club operates a **zero-tolerance approach** to racial harassment and discrimination.

Racist or discriminatory remarks, attitudes or behaviour from:

- Children
- Staff
- Parents/carers or visitors

will be challenged immediately and managed in line with the Club's behaviour management and safeguarding procedures. Incidents will be recorded and followed up as appropriate.

7. Promoting Equal Opportunities

The Club's **Equal Opportunities Named Coordinator (ENCO)** is **Melanie Lawlee**.



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The ENCO/Manager is responsible for ensuring that:

- Staff receive **appropriate training** in equality and inclusion
 - This policy remains **up to date with current legislation and guidance**
 - Appropriate action is taken whenever **discriminatory behaviour, language or attitudes** occur
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8. Children with Additional Needs

Safe Hands Afterschool Club recognises that some children have **additional needs or physical disabilities** that require specific support or reasonable adjustments.

We will:

- Assess each child's individual needs **in partnership with parents/carers** prior to attendance
- Make **reasonable adjustments** to ensure all children can access our provision and feel welcome
- Work collaboratively with parents and relevant external professionals where appropriate

Where **one-to-one support** is required, the Club will support parents/carers in accessing appropriate funding to meet the child's needs.

9. Special Educational Needs Coordinator (SENCO)

The Club's **Special Educational Needs Coordinator (SENCO)** is **Melanie Lawlee**.

The SENCO will:

- Manage provision for children with **special educational needs or physical disabilities**
- Be appropriately trained and experienced in the care and assessment of children with additional needs

All staff members will support the SENCO and contribute to inclusive practice.

10. Monitoring & Review

- The effectiveness of inclusive practice is monitored through an **annual Inclusion Audit**
- This policy is reviewed **annually** or sooner if:
 - Legislation or EYFS guidance changes
 - A significant equality or inclusion issue arises



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11. Related Policies

This policy should be read alongside:

- Safeguarding & Child Protection Policy
- Behaviour Management Policy
- SEND Policy
- Staff Recruitment & Induction Policy