



Equalities Policy

At The Kidz Lounge, we are committed to providing a safe, caring and inclusive environment where every child, family, staff member and visitor is valued and treated with respect. We aim to create an environment that is free from discrimination, harassment and prejudice, including for children with additional needs or disabilities.

The Club promotes equality of opportunity and values diversity within our community.

To achieve this, The Kidz Lounge will:

- Respect and value different racial origins, religions, cultures, languages, genders and family backgrounds.
- Ensure that every child is treated as an individual and free from stereotyping or discrimination.
- Not discriminate against any child, parent/carer, staff member or visitor on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, social background or health status.
- Promote positive attitudes towards diversity and inclusion through activities, resources and daily practice.
- Help children celebrate and express their cultural, religious and personal identities.
- Encourage children to respect and value differences in others.
- Ensure all children feel safe, included, valued and supported within the setting.
- Make our services accessible to families within the local community wherever reasonably possible.
- Ensure recruitment, employment and training practices are open, fair and non-discriminatory.
- Work in accordance with the Equality Act 2010 and all relevant legislation and guidance.
- Monitor and review inclusive practice regularly to ensure the effectiveness of our equality and inclusion procedures.

Challenging Discrimination and Inappropriate Behaviour

The Kidz Lounge will not tolerate discrimination, prejudice, bullying, harassment or offensive language of any kind.

We will challenge inappropriate attitudes, behaviour and language by:

- Encouraging respectful discussion with children and adults.
- Promoting positive role models and inclusive resources.
- Providing activities and experiences that reflect diversity positively.
- Supporting children in developing empathy, kindness and respect for others.
- Ensuring staff model inclusive and anti-discriminatory behaviour at all times.

Any discriminatory behaviour or language from children, staff, parents/carers or visitors will be addressed appropriately and managed in line with Club policies and procedures.

Racial Harassment

The Club will not tolerate any form of racial harassment or discriminatory behaviour.

Racist or discriminatory remarks, attitudes or behaviour from children, staff, parents/carers or visitors will always be challenged and dealt with appropriately.

Promoting Equal Opportunities

The Club will promote equal opportunities by:

- Providing staff with appropriate equality, safeguarding and inclusion training.
- Ensuring policies and procedures reflect current legislation and best practice guidance.
- Taking appropriate action where discriminatory behaviour, language or attitudes occur.
- Providing resources and activities that positively reflect diversity and inclusion.

- Working in partnership with parents/carers and outside agencies where appropriate.

Children with Additional Needs

The Kidz Lounge recognises that some children may have additional needs, disabilities or medical conditions which require additional support.

We will:

- Work closely with parents/carers to assess each child's individual needs prior to attending the Club.
- Make reasonable adjustments to ensure children can access and enjoy our services.
- Provide an inclusive environment where children feel welcomed, valued and supported.
- Work with external agencies and professionals where appropriate to support children effectively.
- Support parents/carers in accessing funding or additional support where one-to-one care may be required.

Special Educational Needs Coordinator (SENCO)

The Club's Special Educational Needs Coordinator (SENCO) is Joanne Bullous.

The SENCO is responsible for:

- Coordinating support for children with special educational needs and/or disabilities (SEND).
- Working alongside parents/carers and external professionals where appropriate.
- Supporting staff in meeting children's individual needs.
- Ensuring appropriate plans, strategies and reasonable adjustments are in place where required.
- Promoting inclusive practice throughout the setting.

All staff members share responsibility for supporting children with additional needs and ensuring inclusive practice is embedded throughout the Club.

Written in accordance with the Equality Act 2010 and the Statutory Framework for the Early Years Foundation Stage (2021).