

EQUALITIES POLICY



PSP will ensure that we provide a safe and caring environment, free from all forms of discrimination, for everyone within our community, including children with additional needs.

To ensure that PSP's objective of welcoming all and being free from any form of discrimination is maintained throughout, all PSP staff will:

- Ensure that every child feels valued and respected without any racial or gender stereotyping by respecting all the different racial origins, religions, cultures and languages in a multi-ethnic society
- Ensure that children are not discriminated against on the grounds of class, family, sexual orientation, disability, family status or HIV/Aids status
- Encourage children to celebrate and embrace their cultural identity, PSP will provide the appropriate resource and activities to assist this
- Celebrate the differences between us that make us unique individuals, PSP will strive to ensure that children feel good about themselves and others around them
- Ensure that the services provided are available for Parents/Carers within the local community
- Have a fair recruitment process, that is open and non-discriminatory and the policies and procedures are available for all
- Aim to fulfil all the legal requirements in accordance to the Equality Act 2010
- An annual inclusion audit will take place to ensure that our policies and practises are effective.

Inappropriate practices and Attitudes

PSP staff will always model anti-discriminatory behaviour, staff will challenge inappropriate attitudes and practises by engaging adults and children in discussions.

Racial Harassment

PSP will not tolerate any form of racial harassment, any racist and discriminatory remarks will be challenged at PSP, whether it be from children at the camp, from staff or from any other adults on PSP's premises (Parents/carers).

Promoting Equal Opportunities

PSP's Equal Opportunities Named Coordinator (ENCO) is the PSP Manager. The ENCO is responsible for:

- Ensuring the staff receive relevant and appropriate training
- The Equalities Policy is in accordance with the current legislation and guidance
- Wherever inappropriate behaviour occurs, the ENCO will take appropriate action

Any children with additional needs

PSP recognise that there are children that have additional needs or physical disabilities, who will need assistance and support. Before a child attends, PSP will assess each child's individual needs whilst in consultation with their parent/carer and will make any reasonable adjustments to ensure that children are made to feel welcome and can access our services.

For children who require one to one support, PSP will assist the parents/carers in accessing the funding required in order to provide the additional care needed.

Special Educational Need Coordinator

The PSP Manager is the Special Educational Needs leader (SEN). The SEN leader will:

- Be experienced and fully trained in the care and assessment of such children. Also, ensure appropriate training of PSP staff, if necessary
- Manage the provision for children with physical disabilities or special educational needs
- Seek support and advise if needed from the Schools SENCO

All members of PSP staff will assist the Leader in caring for children with physical disabilities or additional needs.

This policy was adopted by: PSP	Date: 10/01/2024
To be Reviewed: 10/01/2026	Signed by: Jessica Finch Company Director

Written in accordance to the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Equal opportunities [3.67]. information for parents and carers [3.73], and child protection [3.7].*