

Inclusion and Equalities Policy

Boom Active takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within our Boom Active Holiday programme.

A commitment to implementing our inclusion and equality policy will form part of our company ethos. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Director at the earliest opportunity. Appropriate steps will then be taken to investigate the matter and if such concerns are well-founded, disciplinary action will be invoked under the Boom Active disciplinary policy.

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.
- • 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.
- • We will monitor and review the effectiveness of our inclusive practice by conducting an
- We will liaise with local SENCO teams to ensure we support, understand and encourage children with extra needs in the best way.

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

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 (e.g., parents/carers collecting children).

Promoting equal opportunities

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

Children with additional needs

Our Club 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 the Club and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.