

Equalities Policy

At House of Fun we will take all reasonable measures to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve House of Fun's objective of creating an environment free from discrimination and welcoming to all, House of Fun 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, gender identification, family status, HIV/Aids status or other protected characteristic.
- 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 House of Fun'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 Inclusion Audit on an annual basis.

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

House of Fun will not tolerate any form of racial or discriminatory harassment on any basis. House of Fun will challenge racist and discriminatory remarks, attitudes and behaviour from children, from staff and from any other adults on House of Fun premises (e.g. parents/carers collecting children).

Promoting equal opportunities

The House of Fun's Equal Opportunities Named Coordinator (ENCO) is Mr Michael Hilsdon. The ENCO is responsible for ensuring that:

- 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

House of Fun 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 House of Fun, and will make reasonable adjustments to ensure that 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.

Special Educational Needs Coordinator

House of Fun's Special Educational Needs Coordinator (SENCO) is Mr Michael Hilsdon.

The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Access and disseminate training in the care and support for those children who need it.

All members of staff will assist the SENCO in supporting children with additional needs or disabilities in line with their support plan.

This policy was adopted by: House of Fun	Date: January 2024
To be reviewed: January 2025	Signed: Mr M Hilsdon

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2024): Safeguarding and Welfare requirements: SEND [3.62], Information for parents and carers [3.83].