Apollo After School Club

Inclusion & Equalities Policy

At Apollo After School Club, 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 special/additional needs and disabilities.

To achieve the Club's objective of creating an environment that is welcoming and free from discrimination, and inclusive to all, the Club will:

- Work to fulfil all the legal requirements of the Equality Act 2010 by challenging and eliminating discriminatory actions on the basis of a protected characteristic as defined by this legislation: age; gender; gender reassignment; race; marital status; pregnancy and maternity; disability; sexual orientation; and religion or belief. Therefore, we 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, 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 the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- 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.

Harassment

The Club will not tolerate any form of racial or discriminatory harassment on any basis. 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 (eg parents/carers collecting children).

Promoting equal opportunities

Our club's management team is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Inclusion & 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 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 including additional adult support where possible and reasonable, to ensure that children can access our services and are made to feel welcome.

Special Educational Needs Coordinator

The Club's INCLUSION COORDINATOR is the manager The INCO will:

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

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

This policy applies to:

- All children attending Apollo After School Club.
- Parents and carers.
- Employees, volunteers, students and agency staff.
- Visitors and external professionals working with the club.

Legal framework

The Equality Act (2010)

Children Act (1989) & (2004)

Children and Families Act (2014)

Special Educational Needs and Disabilities Code of Practice (2014)

his policy was updated and adopted by: **Apollo Youth Club**	Date: August 2026
To be reviewed: July 2027	Signed: Jackie Daniel, Chair

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2026): Safeguarding and Welfare requirements: SEND [3.77],* Information for parents and carers [3.100].