

Equalities, Access and Inclusion Policy - POL005

Action for Children's Children and Family Services believe all families should be able to access services and activities in order to gain the information, support and advice they need. Action for Children's Children and Family Services are committed to providing a safe and welcoming environment to all families and members of the local community.

All Children and Family Services aim to provide an environment that promotes and reflects cultural and social diversity, and is equally accessible to all. The Children and Family Service will endeavour to challenge any discrimination, harassment or victimisation of anyone due to their protected characteristics. Protected Characteristics are: Age, Disability, Gender, Gender reassignment/gender identity, Pregnancy & maternity, Race, Religion or belief, Sexual orientation, Marriage/Civil Partnerships.

All Children and Family Services aim to provide an environment for children, to learn and develop in, and to ensure that all can access and enjoy a full range of activities. All Children and Family Services will have an Equality Named Co-ordinator (Enco) , who will help to promote, co-ordinate and monitor equality of opportunity for families accessing a Children and Family Service.

To meet these aims, we will;

- Ensure that all Children and Family Services are welcoming to all families in the school community, providing positive non-stereotypical information
- Offer services at the School, and provide transport to and from the club for those families that need this.
- Provide one to one support with families, where necessary, to ensure that individualised support and advice can be given. This can be achieved through phone calls from Managers to Parents/ Carers at the end of the day.
- Ensure communication and marketing activities are appropriate to the audience, using a variety of media

- Treat all families with equal concern and value
- Work with families to ensure that the information and support they require is provided in an accessible and appropriate way.
- Encourage staff to act as positive role models to children and families by displaying and promoting tolerant and respectful behaviour, language and attitudes.
- Help families to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that within the planning of sessions, staff consider the needs of all children.
- Use data available to us, to identify whether any groups within the community are not accessing the services provided. Staff will then take action to identify possible barriers to these groups accessing a Children and Family Service undertaking an Access Audit. After each Holiday Club (September) Managers will collate data to identify barriers to accessing the Holiday Club and will discuss ways to improve and adapt to overcome issues.
- Take steps to remove the barriers that families face to accessing Children and Family Services. (Taken from data analysis in September)
- Include and value the contribution of all families to our understanding of equality and diversity
- Endeavour to make inclusion a thread that runs through all activities within any Children and Family Services.
- Provide staff with training and development opportunities to ensure they have the knowledge and skills to work with families effectively and sensitively- Group Leaders will meet with Managers to discuss expectations.
- Treat seriously any member of staff found to be acting, or have acted, in a discriminatory way, in accordance with the Action for Children Staff Disciplinary and Grievance Procedures policy.

- Any Children and Family Service will work to:
 - Eliminate discrimination, harassment and victimisation
 - Advance equality of opportunity
 - Foster good relations

This policy has been adapted to suit the needs of Happy Bananas by Mrs Catherine Sayer (Manager), it has been witnessed and agreed by Mrs Jordan Garratt (Manager) June 2017. This policy will be reviewed and updated each year.

Legislation / guidance that informs this policy

Equality Act 2010

Single Public Sector Equality Duty

The new Equality Act 2010 has harmonised the nine major pieces of existing equality legislation and around 100 statutory instruments that have been introduced over the past 40 years including:

The Sex Discrimination Act 1976

The Race Relations Act 1968

The Children's Act 1989, 2004

The Disability Discrimination Act 1995, 2005

UN Convention on the Rights of the Child 1998

Race Relations Amendment Act 2000

The Special Educational Needs and Disability Discrimination Act 2001

The Childcare Act 2006

Linked policies:

Behaviour management – POL003

Care, Learning and Play – POL004

Equipment – POL009

Involving and consulting with children – POL018

Marketing and Communication – POL020

Partnership with Parents and Carers – POL022

Special Needs – POL026