



# EQUALITIES POLICY

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Agreed by	Board of trustees

# Equalities Policy

At LEAPS Suffolk we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children, young people and adults with additional needs.

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 attendee is valued as an individual without racial or gender stereotyping.
- Not discriminate against anyone on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Help attendees to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that everyone 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, young people and adults 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 Inclusion Audit on an annual basis.

## Challenging inappropriate attitudes and practices

Staff will be observant to any inappropriate attitudes. Staff 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. Staff must report any inappropriate attitudes to the manager as soon as possible.

## Racial harassment

The Club will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes, and behaviour from attendees at the Club, from staff and from any other adults on Club premises (e.g. parents/carers collecting children etc).

The Club's Equal Opportunities Named Coordinator (ENCO) is Karen Double

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.