

Equalities Policy

General

At Study Right we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the Centre's objective of creating an environment free from discrimination and welcoming to all, the Centre 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 or HIV/Aids status.
- 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 Centre's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

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

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

Promoting equal opportunities

The Centre's Equal Opportunities Named Coordinator (ENCO) is Jaffar Ali Ghafoor. 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

Our centre recognises that some children have additional needs or physical disabilities that require support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the centre, 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.

We are aware that the services and provisions provided by the centre are not equipped to deal with all behavioural and emotional needs. As a result, where possible, we will redirect students to appropriate services which meet their needs. However, if we are able to meet the students' needs (in cases of low level disruption or mild behavioural needs) we will create and IEP (Individual Education Plan) and place them with an experienced tutor who has the experience and training to meet those needs.

[Written in accordance with the Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Staff qualifications, training and support [3.20]]