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**Equality and Diversity Policy**

Innov8 Sportz is committed to providing equality of opportunity and anti-discriminatory practice for all children and families. We aim to provide a positive and loving learning environment free from prejudice, discrimination and fear, in which all children and their families feel accepted, respected and valued.

**Aims**

We aim to recognise that all children are different and aim to identify how best to support each participant and family during all of our sessions. We value the contributions that all participants and their families can bring. We actively promote anti-discriminatory practice to build an inclusive environment where every participant can fulfil their potential. As a team we continually reflect on our practice and increase our knowledge around equality issues. We provide an inclusive environment recognising that as individuals, children and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of outside agencies. We adhere to relevant legislation to ensure equality in the service we provide.

**Employment**

Innov8 Sportz strives to find the best candidate for every job vacancy regardless of race, religion, home language, family background, gender or disability and/or learning difficulty. All positions are advertised in the local community, all applicants are assessed against the same criteria. Each position is offered to the applicant who best meets the criteria for the position. Innov8 Sportz works with children, so all staff are required to undertake a Disclosure and Barring Service check (DBS Check).

**Staff**

Innov8 Sportz is committed to the fair treatment of its staff, volunteers, students, participants and users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age or physical/mental disability. All staff members have knowledge of our Equality and Diversity Policy and share the responsibility of ensuring that we provide a fully inclusive service for all participates and their parents/carers and families. They recognise the importance of their role in promoting equality and challenging discrimination. We seek out ongoing training/professional development opportunities for staff to enable them to keep up to date with new developments, current research and appropriate practice.

**Environment and Resources**

We aim to provide a secure environment in which all participants can flourish and in which all contributions are valued. Where possible we provide resources that give a balanced view of the world. We encourage children through play equipment and activities that explore, acknowledge and value similarities and differences between themselves and others. Our physical resources take into account children’s size, height and physical needs, e.g. we have child-sized tables and chairs and sinks at their level as well as using the correct size sports equipment for the appropriate ages of all participants attending our session.

**Inclusive Practice**

All staff members share the responsibility of ensuring that we provide a fully inclusive service for participants and their parents/carers and families. When starting at any of Innov8 Sportz Out of School Hours session all children under the age of 5 years are appointed a Key Person who will be responsible for collecting observation and extending their learning to help them reach their full potential during their time under the Early Years Foundation Stage Planning. We will identify and provide additional resources and support for individual children, where needed. We aim to be fully aware of special arrangements that may be necessary to ensure that children with disabilities or learning difficulties are fully included in all activities planned for children. Innov8 Sportz C.I.C’s Special Educational Needs and Disability Co-ordinator is Jan Loughlin (CAO).

**Working with Parents and Carers**

We aim to include and value the contribution of all families to increase our understanding of equality and diversity. We ensure that our parents/ carers have access to our Equality and Diversity policy by making it available on our website and by making sure that our policies and procedures folder is available at all times. We value the contribution that parents can make to the setting and aim to make all parents feel welcome to share in the daily life of any Innov8 Sportz sessions.

This policy was adopted by: Innov8 Sportz CIC in September 2016, was reviewed in September 2018, 2019 and 2020, to be further reviewed: September 2021.