

Equality, Diversity and Inclusion Policy

Allstars Holiday Club

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1. Policy Statement

Allstars Holiday Club is committed to providing an inclusive, welcoming, and respectful environment where every child, parent, staff member, and visitor is valued. We actively promote equality of opportunity and celebrate diversity in all forms, in line with the *Equality Act 2010* and the *Children and Families Act 2014*.

We believe that every child has the right to participate, feel safe, and thrive, regardless of their background, identity, or ability.

2. Aims

We aim to:

- Ensure that no child or adult experiences discrimination or unfair treatment
- Reflect the diversity of our local community and beyond in our activities and approach
- Challenge stereotypes, prejudice, and bias wherever we encounter them
- Make reasonable adjustments to meet individual needs
- Promote inclusion and understanding through our curriculum, language, and interactions

3. Protected Characteristics

We uphold the rights of individuals under the *Equality Act 2010*, which protects against discrimination on the basis of:

- Age
- Disability

- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Inclusive Practice

We take steps to ensure that:

- Activities are accessible and adapted to suit varying needs
- Resources, displays and stories represent a range of people, families and cultures
- All children are encouraged to participate fully, including those with SEND or English as an additional language
- Children are taught the importance of kindness, fairness, and respect for others
- Dietary needs, religious practices, and cultural celebrations are acknowledged respectfully

5. Staff Expectations

All staff and volunteers are expected to:

- Treat everyone with dignity and respect
- Challenge discriminatory language or behaviour
- Be aware of unconscious bias and strive to be actively inclusive
- Attend relevant training as needed

- Encourage empathy and celebrate difference

6. Responding to Discrimination or Prejudice

- Any incidents of discriminatory behaviour, bullying, or exclusion are taken seriously and addressed immediately
- Parents/carers will be informed and the DSL involved if appropriate
- Incidents will be recorded and monitored

7. Working with Parents and the Community

- We foster open communication with families from all backgrounds
- We welcome feedback and suggestions on how we can be more inclusive
- We promote Allstars as a safe space for everyone

8. Monitoring and Review

We monitor attendance, participation, and access to ensure equity.
This policy is reviewed annually or in line with legislative updates.

Date of next review: August 2026

Policy lead: Club Manager / DSL