



Equal Opportunities Policy

At Silver Kidz Camps (SKC) 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 camp's objective of creating an environment free from discrimination and welcoming to all, SKC 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 SKC's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfill 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

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 modeling anti-discriminatory behaviour at all times.

Racial Harassment

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

Promoting Equal Opportunities

SKC's Senior Equal Opportunities Named Coordinator (SENCO) is **Joshua Silver**. The SENCO is responsible for ensuring that:

- Staff receives 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.
- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist (under supervision), the SENCO in caring for children with additional needs or physical disabilities with supervision when required.

Children with Additional Needs

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

Version 5:	
This policy was adopted by: Silver Kidz Camps UK Ltd	Date:28/04/2021
To be reviewed: 28/04/2022	Signed: Sandra Jacobs

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Child protection [3.7].