

## Equality & Diversity Policy 2026

At Young Animators Club, 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 Club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different racial origins, religions, beliefs, 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 based on disability, neurotype, sexual orientation, class, family status, or gender.
- Strive to ensure that children feel good about themselves and others by celebrating the differences which make us all unique individuals.
- Ensure services are available to all parents/carers and children 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 annually.
- Use detailed demographic data to support evidence-based, sustainable inclusion strategies.

### 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

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

### Promoting equal opportunities

The Club's Equal Opportunities Named Coordinator (ENCO) is Lydia Hibbert. 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, young people and staff with additional needs

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We encourage consultations with parents and carers to discuss the needs of children and young people prior to their attending the Club, 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 a neurodiverse workforce and recognise our responsibility to make adaptations, provide appropriate support and regularly review our work and delivery strategies to best suit both our cohort and staff.