



Equalities Policy

At Moor Time 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 our objective of creating an environment free from discrimination and welcoming to all, Moor Time 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 medical needs.
- 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 Moor Time'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 on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging young people in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

Moor Time will not tolerate any form of racial harassment. Moor Time will challenge racist and discriminatory remarks, attitudes and behaviour from the young people, staff and from any other adults on Moor Time premises (eg parents/carers, collecting children & onsite visitors).

Activities

The activities offered by Moor Time encourage young people to develop positive attitudes about themselves as well as to people who are different from themselves. We encourage young people to have empathy with others and develop skills of critical thinking.

Food

We work in partnership with parents to ensure that medical, cultural and dietary needs of children are met. We help young people to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them. We support young people to gain independence, life skills & healthy eating.

Prevent Duty & Promoting British Values

Moor Time is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will assess the risk, by means of a formal risk assessment of children & young people being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. We take action to eradicate inequalities, bullying, discrimination, exclusion, aggression and violence. This fosters and secures children's pro-social behaviours and responsible citizenship and real sense of belonging.

Children with additional needs

Moor Time recognises that some young people have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each young person in consultation with their parents/carers prior to attending Moor Time, and will make reasonable adjustments to ensure that young people can access our services and are made to feel welcome.

Where one-to-one care is required we will try to accommodate this if funding through Moor Time is available. If trained staff are not available to support a particular medical/behavioural need then Alternatively young people are able to attend the club with their own DBS checked PA's.

Every young person, parent, volunteer and staff member is valued. We create an environment of mutual respect and tolerance.

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