



## **Equality, Diversity, Inclusion and Access Policy**

### **Overview and Intent**

**Kinetic Sports Group is committed to treating each person as an individual with equal rights and therefore recognising our responsibility to ensure each individual is treated fairly. We will ensure that our practice is anti-discriminatory and that everyone has equal opportunity. Discrimination will not be tolerated, and action will be taken if discrimination is suspected or identified. Discrimination can include but is not limited to unfair treatment based on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin or political belief.**

### **Legal Context**

This policy takes in to account the following legislation and best practice guidance:

Early Years Foundation Stage Statutory Framework 2021

Equality Act 2010

Childcare Act 2006

Children Act 1989

Children and Families Act 2014

SEND code of practice: 0 – 25 years 2015

Management of Health and Safety at Work Regulations 1999

Safeguarding disabled children: practice guidance

Education Act 2011

Working Together to Safeguard Children 2018

## **Procedures – children and families**

- All families and children are welcomed by Kinetic Sports Group and we will ensure that children and families feel valued
- We will foster an ethos of respect where adults and children can understand, value and respect differences
- We will ensure that potential barriers to access are identified and that we are proactive in ensuring that all children can access services including, but not limited to children with disabilities, children from disadvantaged backgrounds and children with English as an additional language
- We work closely with parents, carers and external colleagues to ensure that the physical, emotional, medical, cultural and dietary needs of children are met. This information may be gathered through registration, appropriate sharing of information and meetings
- Where appropriate, we will support, provide information and/or attend any meetings or reviews regarding the needs of individual children

## **Procedures – staff and volunteers**

- Recruitment will be conducted against a set of desirable and essential criteria for the role and individuals will be selected for their occupational skills and knowledge
- Application forms and interview questions will not contain questions or obtain information that could potentially discriminate against an individual
- Where appropriate care plans and/or risk assessments will be completed to ensure that staff and volunteers are able to carry out their role effectively. Examples include, but are not limited to pregnancy, breastfeeding, disability, injury or illness, religion and age (young person)
- All staff and volunteers will be required to work in a way that supports equality of opportunity and inclusive practice and does not discriminate against anyone
- Staff and volunteers are expected to act upon any discrimination or possible discrimination either through challenging in an appropriate way and/or reporting any instances to a supervisor or manager

- The venue lead for our services will take on the duties of a Special Educational Needs and Disabilities Co-ordinator (SENDCo) to ensure fair access and inclusion for all children and where appropriate, will liaise with external colleagues and partners
- Staff who are concerned about a child’s specific needs should refer their concerns to the venue lead, in the first instance
- We are committed to continually improving and extending our knowledge and practice relating to equality, diversity and inclusion
- We welcome external colleagues to attend our sessions or service to support children, carry out permitted assessments or to provide advice and training

<b>Date</b>	<b>Summary of Changes</b>	<b>Other Comments</b>
28 <sup>th</sup> February 2023	Policy Adopted	Revision due 27/2/2024