



# Take 2 Cornwall

## Equalities Policy

At Take 2 Cornwall we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children/young people with additional needs.

To achieve Take 2 Cornwall's objective of creating an environment free from discrimination and welcoming to all, Take 2 Cornwall will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each young person is valued as an individual without racial or gender stereotyping.
- Not discriminate against the young people on grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Help all young people to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that the young people 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 young people in the local community.
- Ensure that Take 2 Cornwall'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 children and young adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

### **Racial harassment**

Take 2 Cornwall will not tolerate any form of racial harassment. Take 2 Cornwall will challenge racist and discriminatory remarks, attitudes and behaviour from the young people at Take 2 Cornwall, from staff and from any other adults on Take 2 premises (e.g. parents/carers collecting children/young people).

### **Promoting equal opportunities**

Take 2 Cornwall's Equal Opportunities Named Coordinator (ENCO) is [Paula Atkinson]. The ENCO / Manager 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.



## Young people with additional needs

Take 2 Cornwall recognises that some children/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 prior to their attending Take 2 Cornwall , and will make reasonable adjustments to ensure that young people can access our services and are made to feel welcome.

Where a high level of support is required we will liaise with the LEA to provide the funding required to provide the additional care.

## Special Educational Needs Coordinator

Take 2 Cornwall's Special Educational Needs Coordinator (SENCO) is Debbie Baldock. The SENCO will:

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

All members of staff will assist the SENCO in caring for young people with additional needs or physical disabilities.

This policy was adopted by: Take 2 Cornwall	Date:01.09.2021
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Next Review Date: 30.07.2025	Signed: PJE

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare requirements: Equal opportunities [3.68], Information for parents and carers [3.74], Staff qualifications, training, support, and skills [3.20] and Child protection [3.7]*