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Equality, Diversity and Inclusion Policy

Statement of Commitment

At Rising Stars Wrap Around Clubs Ltd we are committed to creating a safe, caring and inclusive environment that is free from discrimination. We aim to ensure that all children, families, staff, volunteers and visitors feel welcomed, valued and respected within our community.

We believe that every child should have the opportunity to flourish during their time at our clubs. We actively promote equality of opportunity, fairness, tolerance and respect, and celebrate the diversity of our community.

We welcome all children and families regardless of their background or economic status and we accept childcare vouchers from,

- Computer share
- Edenred
- Pluxee
- Care 4
- Kiddi vouchers
- Bravo Benefits
- Government Tax-Free Childcare scheme,

To ensure our services are accessible.

Rising Stars is committed to safeguarding the wellbeing of everyone within our community and to supporting individuals with protected characteristics under the Equality Act 2010.

Legal Framework

This policy is guided by the following legislation:

- Equality Act 2010
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Children and Families Act 2014
- Special Educational Needs and Disability Act 2001
- SEND Code of Practice

We oppose discrimination on the basis of the protected characteristics identified in the Equality Act 2010:

- Age
- Disability
- Gender
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Forms of Discrimination

Discrimination can occur directly or indirectly and may be intentional or unintentional.

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably because of a protected characteristic. This may also occur through association with someone who has a protected characteristic.

Indirect Discrimination

Indirect discrimination occurs when a policy, rule or practice applies to everyone but disadvantages individuals with a protected characteristic and cannot be justified.

Discrimination Arising from Disability

This occurs when a disabled person is treated unfavourably because of something related to their disability and the treatment cannot be justified as a proportionate means of achieving a legitimate aim.

Admissions

Rising Stars treats all admissions fairly and equally in line with this policy and our Admissions Policy.

We welcome applications from all children regardless of race, religion, culture, disability or special educational needs, provided we are able to safely meet the child's individual needs.

All children are treated as individuals and with equal concern so that they feel valued regardless of their:

- sex
- disability
- religion
- nationality
- ethnic or national origin

We actively encourage children's self-esteem and respect for others by promoting diverse cultural identities through activities and resources.

Religious Beliefs

Rising Stars respects and welcomes individuals of all religions and beliefs, including those with no religious belief. We aim to ensure that different cultural and religious needs are understood and respected wherever possible.

Special Educational Needs and Disabilities (SEND)

A child may have Special Educational Needs if they have a learning difficulty requiring additional educational support. A disability is defined under the Equality Act 2010 as a physical or mental impairment with a substantial and long-term effect on a person's ability to carry out normal daily activities.

We recognise that children may have additional needs or disabilities and are committed to making reasonable adjustments where possible to support them.

Children with additional needs will be supported in partnership with parents, carers and relevant professionals.

Our Commitment

We believe all children have the right to play, learn and develop alongside their peers. Where it is safe and appropriate, we aim to provide equal access to activities, facilities and opportunities.

Children with additional needs will be included in daily activities wherever possible.

Identification and Support

Staff are responsible for observing and identifying children's needs and discussing any concerns with the Special Educational Needs Coordinator (SENCO) in consultation with parents or carers.

The Club's SENCO is **Sophie Potticary**.

The SENCO is responsible for:

- Managing provision for children with SEND
- Supporting staff in meeting children's needs
- Working with families and school settings where required

Staff will ensure that activities are inclusive and that appropriate risk assessments are carried out when needed.

Language and Behaviour

Rising Stars does not tolerate discriminatory language, behaviour or attitudes relating to race, nationality, culture, gender, religion, disability or sexual orientation.

Any inappropriate behaviour or language will be challenged and addressed in line with our Behaviour Policy and Staff Disciplinary Procedures.

Preventing Racial Harassment and Discrimination

We believe prevention is the most effective way to tackle discrimination. Therefore, we will:

- Value all children regardless of race, nationality or ethnicity
- Encourage respect and positive relationships between individuals
- Promote understanding between different cultures and communities
- Provide resources and activities that reflect cultural diversity

Examples of Unacceptable Behaviour

Examples of racial harassment or discrimination include:

- Racist name-calling, jokes or insults
- Threats or intimidation related to race or ethnicity
- Racist graffiti or literature
- Physical abuse or harassment motivated by race or ethnicity

Reporting and Addressing Incidents

All staff and children are encouraged to report incidents of discrimination or harassment.

Incidents should be reported to:

- The Designated Safeguarding Lead (DSL)
- The Deputy Designated Safeguarding Lead (DDSL)
- The Head of the Company

Where incidents involve children, parents or carers will be informed and appropriate action will be taken in line with the Behaviour Policy.

Where staff are involved, the Staff Disciplinary Policy and Procedures will be followed.

If an allegation involves the DSL, DDSL or Head of Company, the **Local Authority Designated Officer (LADO)** will be contacted.

Celebrating Diversity

Rising Stars promotes equality and celebrates diversity through:

- Inclusive toys, books and learning resources
- Activities that reflect different cultures and traditions
- Positive role models that challenge stereotypes
- Opportunities for children to share their cultural identities

We encourage all children to participate in all areas of learning and activities.

The Company as an Employer

Rising Stars is committed to building a diverse workforce that reflects the community we serve.

We will:

- Advertise job vacancies widely
- Ensure recruitment processes are fair and transparent
- Investigate allegations of discrimination
- Monitor staff and children demographics where appropriate

Equal Opportunities Coordinator

The Equal Opportunities Named Coordinator (ENCO) is **Nicholas Webb**.

The ENCO is responsible for ensuring that:

- Staff receive appropriate equality training
- The policy reflects current legislation
- Discriminatory behaviour is addressed appropriately

Challenging Discrimination

We actively challenge discrimination by:

- Encouraging discussion and understanding
- Promoting positive images of diversity
- Modelling respectful behaviour
- Addressing inappropriate attitudes immediately

Monitoring and Review

Rising Stars will monitor the effectiveness of its inclusive practices and conduct an **Inclusion Audit annually**.

This policy will be reviewed regularly to ensure it reflects current legislation and best practice.

This policy was adopted by: Rising Stars Wrap Around Clubs Ltd.	Date: 13/03/2026
To be reviewed: 13/03/2028	Signed: N M Webb