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|   | ***Inclusion and Equality Policy*** |
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| Procedure/Steps  |
| ***Inclusion and Equality Policy***SuperStars has a responsibility to ensure positive attitudes to diversity and difference—not only so every child is included and not disadvantaged, but also so they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.At SuperStars we will ensure that we provide a secure and caring environment, free from discrimination, for everyone in our community including children with additional needs. To achieve the course objective is to create an environment free from discrimination and welcoming to all, the course 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 and HIV/Aids status.
* 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 SuperStars’ recruitment policies and procedures are open, fair and non-discriminatory.
* Work to fulfil all the legal requirements of the Equality Act 2010.

**Racial harassment**SuperStars will not tolerate any form of racial harassment. The staff will challenge racist and discriminatory remarks, attitudes and behaviour from the children, from staff and from any other adults on the premises (e.g. parents/carers collecting children).**Equal Opportunities** SuperStars ensure that: -* The Equal Opportunities policy is consistent with current legislation and guidance
* Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

**Children with additional needs**Our courses recognise that some children have additional needs or physical disabilities that require particular support and assistance. Children will be admitted providing the Holiday Course Manager and the SuperStars staff are confident that the holiday course can meet their needs without jeopardizing the service in accordance with the Disability Discrimination Act.A child requiring further support may be admitted if a parent/carer can provide a Key Worker to work with the team and provide appropriate care whilst the in the care of SuperStars. Every effort will be made to accommodate children with additional needs.  |
| **Responsibility(ies)** |  |
|  Head Coach, SuperStars Staff, HC Manager  |  |