

## **EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

**Active Starz**

**Multi-sport Wraparound Sessions for Primary School Children**

### **1. POLICY STATEMENT**

Active Starz is committed to providing equal opportunities and ensuring that all children, families, staff and volunteers are treated fairly and with respect, regardless of their background or characteristics.

We believe that diversity makes our organisation stronger and more inclusive. We are committed to creating an environment where all children feel welcomed, valued and included, and where they can develop confidence, skills and friendships.

#### **Our Commitment**

- All children will have equal access to our services
- All children will be treated fairly and without discrimination
- We will celebrate and value diversity
- We will provide activities that are inclusive and accessible
- We will actively promote equality in all aspects of our work
- Staff will receive training on equality and diversity
- We will tackle discrimination and prejudice immediately

### **2. PROTECTED CHARACTERISTICS**

We are committed to preventing discrimination based on any protected characteristic:

- Age – Children are not discriminated against based on age; activities are age-appropriate
- Disability – We provide reasonable adjustments to ensure disabled children can access activities fully
- Gender Reassignment – We respect and support transgender and non-binary children
- Marriage and Civil Partnership – We are inclusive of all family structures
- Pregnancy and Maternity – We support pregnant girls and young mothers
- Race – We value and celebrate all ethnicities, cultures and religions
- Religion or Belief – We respect all religions, beliefs and non-belief
- Sex – We provide equal opportunities regardless of gender
- Sexual Orientation – We support LGBTQ+ children and families

### **3. PHYSICAL AND LEARNING DIFFERENCES**

## **Accessibility**

- Facilities are accessible to children with physical disabilities
- Activities can be modified to suit different abilities
- Equipment is available to support children with learning disabilities
- Staff receive training in supporting diverse learning needs
- Children with mobility issues can access all areas of the building

## **Reasonable Adjustments**

Active Starz will make reasonable adjustments for children with disabilities, including:

- Physical modifications – Accessible toilets, parking, seating, equipment
- Communication support – Visual timetables, simplified language, interpreters
- Staffing support – One-to-one support if needed
- Activity modifications – Adapted games, alternative activities, rest breaks
- Sensory adjustments – Quiet spaces, sensory breaks for autistic children
- Pace and timing – Additional time, staggered participation

Parents should inform us of any adjustments needed so we can plan appropriately.

## **4. GENDER AND INCLUSION**

### **Equal Opportunity in Activities**

- All sports and activities are open to all children regardless of gender
- We avoid gendered language (e.g., "girls' football", "boys' netball")
- Activities are marketed to all children equally
- Changing facilities are private and respectful
- Children who are questioning their gender identity or identifying as transgender are fully supported

### **Inclusive Language**

- Use children's preferred names and pronouns
- Avoid assumptions about gender or family structure
- Include diverse families in all communications and activities
- Celebrate children with different gender identities

## **5. RACE, ETHNICITY, CULTURE AND RELIGION**

### **Cultural Respect**

- We celebrate cultural diversity through activities and decorations
- We respect religious observances and dietary requirements
- Staff learn about different cultures and religions to increase understanding
- We actively promote positive images of all ethnic groups
- We challenge racism and racial stereotypes immediately
- We use culturally appropriate coaching examples and role models

#### **Representation**

- Our staff reflect the diversity of the community where possible
- Leadership positions are open to people from all backgrounds
- Children see positive role models from diverse backgrounds

### **6. LANGUAGE AND COMMUNICATION**

#### **Accessible Communication**

- Communications are in plain English
- Key documents are available in other languages if requested
- Information is provided in accessible formats (large print, audio, visual)
- We use professional interpreters when needed
- Multilingual staff are available where possible

#### **Positive Language**

- We use inclusive language that welcomes all children and families
- We avoid assumptions about family structure or background
- We celebrate multilingualism and different cultures
- We use positive language when describing disabilities

### **7. TACKLING DISCRIMINATION AND PREJUDICE**

#### **Immediate Action**

##### **Staff must:**

- Challenge discriminatory language or behaviour immediately
- Never dismiss, minimise or laugh at discriminatory comments
- Use it as a teaching moment to explain why language/behaviour is wrong
- Support the targeted child
- Report to the Designated Safeguarding Lead

#### **Examples of Unacceptable Behaviour**

- Racist comments or slurs
- Sexist comments or harassment
- Homophobic or transphobic language
- Ableist language or jokes
- Mockery based on religion, culture or family structure
- Bullying based on any protected characteristic
- Exclusion based on any characteristic

### **Staff Response**

#### **All staff must:**

1. Challenge immediately – "We don't use that language here. It's unkind and disrespectful."
2. Explain why – "This word/behaviour is hurtful to people because..."
3. Model better behaviour – Show the child the respectful alternative
4. Support the targeted child – Ensure they feel safe and valued
5. Report to DSL – Document the incident for patterns and follow-up
6. Involve parents – Talk to parents about the incident and expectations

### **Serious Incidents**

Serious discrimination, abuse, or persistent bullying based on protected characteristics is a safeguarding concern:

- Reported to the Designated Safeguarding Lead
- Formal investigation
- Possible referral to safeguarding services
- Disciplinary action or exclusion

## **8. RECRUITMENT AND STAFFING**

### **Diverse Recruitment**

- We encourage applications from people from all backgrounds
- Job adverts welcome all applicants
- Selection panels are diverse where possible
- We actively recruit from underrepresented groups

### **Safe Recruitment**

- All staff are subject to enhanced DBS checks
- Staff demonstrate commitment to equality and safeguarding
- Interview questions explore attitudes to equality and diversity

## **Staff Training**

- All staff receive equality and diversity training as part of induction
- Annual refresher training is provided
- Staff understand their legal responsibilities under Equality Act 2010
- Training covers: identifying discrimination, challenging prejudice, inclusion strategies

## **9. PROGRAMME AND ACTIVITY PLANNING**

### **Inclusive Activities**

- Activities are planned to be accessible to all children
- Games are modified to include children with different abilities
- Equipment is adapted as needed
- Small group or one-to-one alternatives available if needed
- Competition is balanced with cooperation and inclusion
- Success is celebrated in many forms, not just winning

### **Representation in Coaching**

- Coaching examples include role models from diverse backgrounds
- We celebrate sports people from all ethnicities, genders, abilities
- Stories and examples reflect the diversity of our community
- Positive language is used when discussing different groups

## **10. COMMUNICATION WITH FAMILIES**

### **Welcoming All Families**

- Communications assume diverse family structures (two parents, one parent, same-sex parents, multi-generational, etc.)
- All families are welcomed equally
- We celebrate diverse religions and cultural practices
- Dietary requirements and cultural needs are respected

### **Accessibility**

- Information is available in multiple languages on request
- Visual supports are used to communicate with non-verbal children
- Time is given to explain information to families with learning disabilities
- Interpreters are provided if needed

## **11. CELEBRATION OF DIVERSITY**

### **Activities and Events**

- We celebrate diversity through special events (cultural festivals, religious observances)
- We highlight diverse sports heroes and role models
- We include diverse books, images and resources
- We value and celebrate different abilities and achievements

### **Visible Inclusion**

- Posters and images show diverse children and families
- Leadership roles are visible to all children
- Achievements of children from all backgrounds are celebrated
- Diversity is visible in our physical environment

## **12. COMPLAINTS AND CONCERNS**

### **Reporting Discrimination**

**If you believe discrimination has occurred, please:**

- 1. Report to a staff member immediately**
- 2. Speak to the Designated Safeguarding Lead**
- 3. Use the Complaints Procedure**
- 4. Contact Ofsted or local education services if needed**

### **No Retaliation**

- All complaints will be taken seriously
- No retaliation will be tolerated
- Confidentiality will be maintained
- A full investigation will be carried out

### **Resolution**

- Discrimination complaints are investigated promptly
- Clear feedback is provided to the complainant
- Action is taken to address the issue
- Follow-up ensures the issue is resolved

### **13. WORKING WITH SCHOOLS**

Active Starz recognises that children are part of a wider school community:

- We share information about discrimination or equality concerns with schools
- We work with schools to ensure consistent approaches to equality
- We align our activities with school anti-discrimination policies
- We support schools' equality objectives

### **14. REVIEW AND MONITORING**

Annual Review

- This policy is reviewed annually
- Incident patterns are monitored
- Feedback is gathered from staff, children and parents
- The policy is updated based on learning and feedback

Effectiveness

We measure effectiveness through:

- Feedback from children and families from diverse backgrounds
- Incident reporting and patterns
- Staff feedback on training and implementation
- External feedback or complaints
- Monitoring of participation by different groups

### **15. LINKED POLICIES**

This policy works alongside:

- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- Code of Conduct for Staff, Volunteers and Children
- Complaints Procedure
- Health and Safety Policy

### **16. LEGAL FRAMEWORK**

This policy complies with:

- Equality Act 2010 – Makes discrimination unlawful based on protected characteristics
- Human Rights Act 1998 – Everyone has a right to respect, dignity and non-discrimination
- Special Educational Needs and Disability Act (SENDA) 2001 – Requires reasonable adjustments for disabled children
- Children Act 2004 – Requires services to promote equality and diversity in provision for children

## **17. STAFF RESPONSIBILITIES**

**All staff must:**

- Treat everyone fairly regardless of background
- Challenge discrimination and prejudice immediately
- Report concerns to the Designated Safeguarding Lead
- Attend equality and diversity training
- Model inclusive behaviour
- Make reasonable adjustments for children with disabilities
- Use inclusive language
- Ensure all children feel welcomed and valued

## **18. POLICY ACKNOWLEDGEMENT**

**All staff and volunteers must read and sign this policy, confirming they understand and will comply with it.**

**Approved by: [Name/Role]**

**Date: [December 2025]**

**Next Review Date: [December 2025 + 12 months]**