



## Equality and Diversity Policy

1. Children/parents/carers who attend the group to be treated with dignity and respect at all times regardless of their sex, race, culture, religion, age, ability or disability.
2. All parents/carers/leaders to encourage children to use any equipment they wish to and not to stereotype.
3. All parents/carers to be encouraged to help with the group where and when everyone's opinions will be valued.
4. Helpers are to ensure equal access to all equipment.
5. Equipment and play activities to be adapted where possible to enable participation of children or adults with physical disabilities or learning difficulties.
6. Activities and resources should reflect the society we live in.
7. Refreshments provided take into account children's/carers diet, religion and culture as appropriate.
8. Reasonable adjustment should be made to provide disability access e.g. space for wheelchair users.
9. Racist and/or sexist remarks are not acceptable and will be challenged.
10. The leader should be made aware of any remarks causing offence to any group members.
11. Reassurance, comfort and support should be given to any children who have been hurt by unwanted comments or behaviour.
12. The leader will speak to any member heard to be making unacceptable remarks in a non-aggressive way, reiterating the group's policy, practice and the law.