



Badgerbrook Wraparound Care Equality Statement

Badgerbrook WAC is committed to ensuring that it meets its specific duties in relation to current equality legislation. We aim to be a community where everyone is treated fairly and with respect. We want everyone to reach their potential, and we recognise that some children require extra support to enable them to achieve this, be successful, and thrive.

The Equality Act 2010 states that the following protected characteristics are considered when making decisions or formulating policy:

- Disability
- Gender
- Race
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender Re-assignment
- Age

Equality, Diversity and Inclusion

These are actively encouraged within our WAC provision to embed equality and diversity within the programme of activities. We aim to develop activities and resources that reflects the differing groups of children in our care, and the community in which they will both shape and be active members of in the future.

- **Equality** means that the activity provision should not disadvantage any pupil or group of pupils because of their background or characteristics.
- **Diversity** means that the curriculum should represent the diversity of modern society and facilitate an environment in which all pupils feel welcome in the learning community.
- **Inclusion** means that the provisions will ensure each child within the provision is valued and included.

Throughout our provision within WAC, we will:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity for children and people that share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Objectives

- 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 or 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 the club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- The WAC Manager and Headteacher will monitor and review the effectiveness of our inclusive practice by conducting an Audit on an annual basis.

How we will embed Equality, Diversity, and Inclusion

- Planning will maximise opportunities for children to have their voices heard and make choices.
- Resources and materials will promote equality and avoid stereotypes.
- All children will be encouraged and supported to have a go at new and familiar activities with sensitivity.
- Our provisions will celebrate differences: special educational needs, disability, gender, religion, ethnicity, faith or belief and sexual orientation.
- Children's needs and requirements will be communicated between their parents, the provision colleagues, and the child's school to ensure we fulfil each child's needs effectively during their time in WAC.
- We recognise that some children have additional needs or physical disabilities that require support and assistance. We will assess the individual needs of each child in consultation with their parents/school SENCO prior to their attending the WAC and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

- Whilst we will make every practical effort and endeavour to welcome children with additional needs, there may be some instances where we cannot. We will work in partnership with parents and liaise with the school to look at the child's individual needs.