

Equal Opportunities

FACEvents is committed to ensuring it provides a safe and caring environment, free from discrimination for everyone in the community, including children with additional needs.

To create this environment, FACEvents 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 the Club's recruitment policies and procedures are open, fair and nondiscriminatory.
 - Work to fulfill all the legal requirements of the Equality Act 2010.

Harassment

FACEvents will not tolerate any form of harassment; we will challenge any racist, sexist or homophobic discriminatory remarks, attitudes or behaviours from the children at the club, from staff members or any other adults on the premises (parents/carers/external work people).

LGBTQ+

FACE recognises that children that identify as LGBTQ+ may lack a trusted adult with whom they can be open. It is therefore vital that staff endeavour to reduce the additional barriers faced and provide a safe space for them to speak out or share their concerns with members of staff.

Children with additional needs

FACEvents is committed to the integration of all children in its care. FACEvents believes that children with special educational needs and /or physical disabilities have a right to play, learn and be able to develop to their full potential alongside other children. Whenever possible, children with special educational needs and/or physical disabilities will have access to the same facilities, activities and play opportunities as their peers in accordance with the Equality Act 2010. Where one to one support is required, FACEvents will work closely with the parent/carer to ensure FACEvents staff are appropriately trained and are in a position to provide the level of care needed- where this is not possible or further training is required, FACEvents may delay when that child can start, whilst the appropriate level of training and arrangements are made.

Special Education Needs Coordinator

FACEvents has a designated Special Education Needs Coordinator (SENCO) which will be displayed on the named persons poster, this person will be responsible for managing the provision for children with special educational needs or physical disabilities. They will liaise with managers of each site to ensure correct measures and adaptations are put in place for the children they have. It is the responsibility of the managers to inform the SENCO of any children they have with special educational needs or physical disabilities.

Prior to a session playworkers will be given a brief as to any special requirements or arrangements made for a session. Therefore they are able to discuss and contribute in a positive manner and are informed of any up-dates or information needed including specific information on children's medical conditions, special needs and behavioral issues.