



Equality, Inclusion & SEND Policy

Active Stars – West Sussex

1. Statement of Intent

Active Stars is committed to providing a safe, welcoming and inclusive environment for all children, families, staff and visitors.

We actively promote equality, celebrate diversity and challenge discrimination in all its forms.

This policy applies to all early years, wraparound care and holiday provision operated by Active Stars.

2. Legal Framework

This policy reflects the requirements of:

- The Equality Act 2010
- The Statutory Framework for the Early Years Foundation Stage (EYFS) (2025)

3. Promoting Equality and Inclusion

Active Stars will:

- Respect different racial, cultural and religious backgrounds
- Promote positive attitudes towards diversity
- Avoid stereotyping based on gender, race, disability, family status or background
- Ensure services are accessible to the local community
- Ensure recruitment practices are fair and non-discriminatory

Children are supported to feel confident, valued and respected as individuals.

4. Challenging Discrimination

The Club will not tolerate discriminatory language, behaviour or harassment.

Where inappropriate behaviour occurs:

- Staff will challenge it calmly and appropriately
- Children will be supported to understand why it is unacceptable
- Incidents will be recorded where necessary
- Parents/carers will be informed where appropriate

Staff model respectful and inclusive behaviour at all times.

5. Racial or Discriminatory Harassment

Active Stars has a zero-tolerance approach to racial or discriminatory harassment.

This applies to:

- Children
- Staff
- Parents/carers
- Visitors

Any serious incidents will be managed in line with the Behaviour Management and Safeguarding Policies.

6. Children with Additional Needs

We recognise that some children have additional needs or disabilities requiring specific support.

Active Stars will:

- Assess individual needs in partnership with parents/carers
- Make reasonable adjustments to enable access
- Work collaboratively with families and external professionals where required
- Support parents/carers in accessing funding for one-to-one support where necessary

7. Special Educational Needs Coordinator (SENCO)

The Club's SENCO is **William Drury**.

The SENCO is responsible for:

- Coordinating support for children with additional needs
- Advising and supporting staff
- Liaising with parents/carers and professionals
- Monitoring the effectiveness of inclusive practice

All staff share responsibility for inclusion and supporting children with additional needs.

8. Monitoring and Review

Active Stars reviews its inclusive practice regularly, including through an annual Inclusion Audit.

Policies and procedures are reviewed to ensure continued compliance with legislation and best practice.

Linked Policies

- Behaviour Management Policy
- Safeguarding Policy
- Health & Safety Policy

Policy Review & Governance

This policy has been written in accordance with the Statutory Framework for the Early Years Foundation Stage (EYFS) (2025) and relevant Department for Education guidance for wraparound care and holiday provision.

This policy applies to all early years, wraparound care and holiday provision operated by the provider.

Reviewed: February 2026

Next review due: February 2027

Approved by: Director / Registered Provider