



Change Log and Review Tracker

DATE OF REVIEW	CHANGES MADE	SIGNED BY
12th August 2021	<ul style="list-style-type: none"> Added statement relating to ongoing assessment of children's needs and rearranging sessions/cancelling where we cannot safely accommodate a child with particular needs. 	S.Calienda
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Equalities Policy

Policy statement

At Cognition Creative Learning we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with special or additional needs.

Equality Environment

Cognition Creative Learning will achieve the objective of an environment free from discrimination and welcoming to all by:

- Respecting the 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.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which makes us all unique individuals.
- Ensure that it's services are available to all parents/carers and children in the local community by offering free places to children from disadvantaged families
- Ensure that Cognition Creative Learning's recruitment policies and procedures are open, fair and non discriminatory.
- Work to fulfil the legal requirements of the Equality Act 2010
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.



Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour.

Racial Harassment

Cognition Creative Learning will not tolerate any form of racial harassment. We will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the club, from staff and from any other adults on the premises (e.g. parents/carers collecting children).

Promoting Equal Opportunities

Cognition Creative Learning takes responsibility for ensuring that:

- Staff receive relevant and appropriate training
- **The Equalities Policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with Special or Additional Needs

Cognition Creative Learning recognises that some children have special needs, additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending Cognition Creative Learning and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome. This is an ongoing assessment and will be regularly re-evaluated. All members of staff will assist in the care of children with additional needs or physical disabilities. We reserve the right to cancel or rearrange bookings if we cannot safely accommodate a child's needs in that particular session. We will always do our best to accommodate and adapt sessions where possible, but will need to ensure the safety and enjoyment of the sessions for all children attending.

July 2020



This policy was adopted by

Cognition Creative Learning

(name)

On

25th July 2020

(date)

Date to be reviewed

July 2021

(date)

Signed on behalf of the provider

Sophie Calienda

Name of signatory

Sophie Calienda

Role of signatory (e.g. chair, director or owner)

Director