Clwb Carco

where children play, grow and flourish

# EQUALITY, DIVERSITY & INCLUSION POLICY

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| **Document Reference:** | CC-EDIPOL-001 |
| **Setting Name:** | Clwb Carco |
| **Legal & Governance Body:** | Charitable Incorporated Organisation (CIO) Board of Trustees |
| **Lead Responsible Individual:** | Person in Charge (Club Manager) / Deputy Person in Charge |
| **Provision:** | After School Play Provision (Ages 3–11) |
| **Date Adopted:** | October 2026 |
| **Planned Review Date:** | October 2027 |

# CLWB CARCO: EQUALITY, DIVERSITY & INCLUSION POLICY

## 1.0 Purpose & Statement of Intent

Clwb Carco is committed to supporting children's rights, promoting equality of opportunity, celebrating diversity, and fostering an inclusive play environment for all children aged 3 to 11, their families, staff members, and volunteers. We operate strictly in accordance with the Equality Act 2010, the Care Inspectorate Wales (CIW) National Minimum Standards (NMS 16), and Article 2 of the United Nations Convention on the Rights of the Child (UNCRC), which mandates that every child has rights without discrimination of any kind.

We recognise that every child, family, and playworker is unique. We aim to ensure that our expectations, attitudes, and daily practices actively support every child to reach their full potential in an environment where individual differences are valued and respected.

## 2.0 Legislative Framework & Protected Characteristics

Clwb Carco actively prevents direct and indirect discrimination, harassment, and victimization across all nine protected characteristics under the Equality Act 2010, as well as additional social and emerging factors:

- Protected Characteristics: Age, Disability, Gender Reassignment, Marriage & Civil Partnership (employment), Pregnancy & Maternity, Race (including colour, nationality, ethnic or national origin), Religion or Belief (or lack of belief), Sex, and Sexual Orientation.
- Socioeconomic & Additional Factors: We further challenge discrimination based on socioeconomic background, home language, family structure, appearance, or social status.
- Intersectionality: We recognize intersectionality that individuals may hold multiple overlapping identities that influence their lived experiences and adapt our support accordingly.

## 3.0 Inclusive Playwork & Reasonable Adjustments

- Playwork Principles Alignment: All play opportunities at Clwb Carco are inclusive, freely chosen, and guided by the national Playwork Principles, ensuring that all children can participate meaningfully.
- Reasonable Adjustments: Management and staff proactively make reasonable adjustments to the physical environment, equipment, activities, and routines to ensure full accessibility for children and adults with disabilities or additional needs.
- Valuing Diversity & Resources: Displays, toys, books, play resources, snacks, and celebrations actively reflect the diversity found within our local Welsh community and the wider global society.
- Child Voice & 'All About Me': Children are encouraged to share their preferences, cultural traditions, and home language. Information gathered via registration forms and 'All About Me' profiles enables playworkers to provide tailored, respectful care.

## 4.0 Anti-Racism & Positive Action

In line with Welsh Government guidance and anti-racist principles, Clwb Carco is committed to positive action to remove barriers and counter discrimination across all operational areas:

- Fair Employment & Recruitment: Employment, training, and promotion opportunities are open to all based on merit, with active workforce monitoring to encourage equality and diversity.

- Community Partnerships & Mentorship: We will collaborate with local community groups, Welsh language advisors, and anti-racism mentors to continuously enrich our inclusive practice.
- Zero-Tolerance Challenge: Any discriminatory remarks, slurs, or behaviours expressed by children, staff, or visitors will be challenged immediately, sensitively, and consistently. Incidents with children will include an educational element to build empathy and understanding.

## 5.0 Safeguarding, Reporting & Monitoring

- Safeguarding Integration: Playworkers who witness or receive a disclosure relating to discrimination or hate-motivated behaviour will follow Clwb Carco's Safeguarding Procedures immediately.
- Cross-Policy Connections: Where discriminatory behaviour or bullying occurs, staff and management will refer to the Safeguarding Policy, Anti-Bullying Policy, Staff Disciplinary Policy, and Complaints Policy as appropriate.
- Staff Training & Reflection: All staff receive regular equality, diversity, and anti-racism training during induction and continuous professional development (CPD) to ensure inclusive practice.
- Annual Policy Review: The Board of Trustees and Person in Charge regularly review the implementation and effectiveness of this policy in line with legislative changes and local community feedback.