



Mud Club

Equalities Policy

At Mud Club we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the Club's objective of creating an environment free from discrimination and welcoming to all, the Club 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 or HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing an inclusive environment.
- 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.
- 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 at all times.

Racial harassment

The Club will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Club, from staff and from any other adults on Club premises (eg parents/carers collecting children).

Promoting equal opportunities

The Managers are responsible 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 additional needs

Our Club recognises that some children have 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 the Club, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.



By working closely with parents, we aim to ensure that all children have their needs met and we welcome them to an inclusive environment. However, it may be a limitation of our service that we are unable to offer 1:1 support to a child on a consistent basis, and there will be limitations to what we can offer in terms of accessibility, due to the outdoor nature of our provision. We endeavour to make reasonable adjustments where possible.

Depending on the needs of the child, a carer may be required to stay on site to provide support . This will be assessed on a case by case basis, in accordance with our **Safeguarding policy**. Any parent or carer staying on site will not be allowed to be unsupervised with any children other than their own.

Special Educational Needs Coordinator

The Club's Special Educational Needs Coordinator (SENCO) is Ellie Weidman.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

This policy was adopted by: Mud Club	Date: 20.10.2025
To be reviewed: 20.10.2026	Signed: Emily Lumb

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2023)*:
Safeguarding and Welfare requirements: SEN [3.68], Information for parents and carers [3.74],
Staff qualifications, training, support, and skills [3.20] and Child protection [3.4]