Equalities Policy

At Active8 Minds® we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including individuals with additional needs.

To achieve the provisions objective of creating an environment free from discrimination and welcoming to all, the provision will:

- Respect the different racial origins, religions, cultures, and languages in a multi-ethnic society so that each individual is valued as an individual without racial or gender stereotyping.
- Not discriminate against individuals on the grounds of disability, sexual orientation, class, family status, or HIV / Aids status or any other protected characteristic.
- Help all individuals to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that individuals 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 individuals in the local community.
- Ensure that the company recruitment policy and procedure is open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

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

- 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.

Active8 Minds® is committed to providing a safe and caring environment, where individuals are free from discrimination and protected from abuse, harm and radicalisation. As part of this commitment we aim to ensure that neither our provision sessions nor our premises are used to promote extremist beliefs or discriminatory views.

Key Principles

Active8 Minds® will not allow its provision sessions nor premises (whilst in use by Active8 Minds®):

- To promote or express extremist ideological, religious, or political views.
- To promote or express discriminatory views in relation to the protected characteristics cited in the Equality Act 2010.
- For any reason by an organisation that is proscribed by the Home Secretary under The Terrorism Act 2000.

Definition of Terms

Premises: The room, space or building used by the provision while it is running a session.

Extremist views: Extremism is defined in the Prevent Strategy as "vocal or active opposition to fundamental British values including democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs. We also include in our definition of extremism, calls for the death of members of the armed forces, whether in this country or overseas."

Protected characteristics: The characteristics protected under The Equality Act 2010 are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion and belief.
- Sex.
- Sexual orientation.

Proscribed organisations: A list of proscribed organisations can be downloaded here:
https://www.gov.uk/government/publications/proscribed-terror-groups-or-organisations--2

Children with Additional Needs

Active8 Minds recognises that some individuals have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each person in consultation with their parents (where applicable) prior to them attending the provision, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required we will assist in finding an alternative provision or supporting the family in sourcing one-to-one support to attend the provision.

Staff undergo regular training to enable them to support all individuals at the provisions.

Created by: Active8 Minds®	Date: 01/09/25
To be reviewed: September 2026	Signed: H.Pritchard (electronic)

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Child protection [3.7].*