



Equal Opportunities & Inclusion Policy

Approved by: Michelle Firth

Policy Reviewed: September 2026

Next Review Due: September 2027

Responsible Individual: Michelle Firth

1. Policy Statement

Brynteg Tigers Out of Hours Club is committed to providing an environment where every child, parent, carer, staff member, and visitor feels valued, respected, and included. We celebrate diversity and actively oppose discrimination, harassment, and exclusion on any grounds.

All children have equal access to learning and play opportunities that meet their individual needs, interests, and developmental stages. We promote fairness, dignity, and respect in line with Care Inspectorate Wales (CIW) standards and Welsh equality legislation.

We recognise that inclusion is an ongoing process and continually reflect on our practice to ensure all children can participate fully.

2. Legal & Regulatory Framework

This policy follows:

- Equality Act 2010 (protected characteristics)
- Human Rights Act 1998
- United Nations Convention on the Rights of the Child (UNCRC)
- Welsh Government Strategic Equality Plan
- National Minimum Standards for Regulated Childcare (CIW)
- Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Welsh Government Anti-Racist Wales Action Plan
- UK GDPR & Data Protection Act 2018

3. Our Commitments

We are committed to:

- Providing a welcoming environment free from discrimination, bullying, harassment, or victimisation.
- Respecting and valuing differences in race, culture, language, religion, belief, gender, gender identity, sexual orientation, disability, age, socio-economic background, and family structure.
- Actively challenging discriminatory behaviour, prejudice, or language.

- Supporting children's understanding of diversity through positive images, resources, and inclusive activities.
- Ensuring children with additional learning needs (ALN) or disabilities are fully included and supported.
- Making reasonable adjustments to the physical environment, routines, and activities.
- Working with parents, carers, and professionals to identify and meet individual needs.
- Ensuring all staff uphold inclusive practice and professional boundaries.
- Promoting bilingualism and Welsh language development where possible.

4. Inclusion in Practice

Admissions

- Open and fair for all children aged 2–11 within our registration.
- No child is refused access based on protected characteristics or family circumstances.

Curriculum & Activities

- Adapted to be developmentally appropriate and accessible to every child.
- Activities reflect diverse cultures, languages, families, and identities.
- Resources include positive images of disability, race, gender, and family diversity.

Language & Communication

- Accessible formats available on request (large print, simplified text).
- Staff support children who speak English as an additional language (EAL).

Religious & Cultural Needs

- Dietary, dress, celebration, and prayer needs respected where safe and practical.
- Cultural events acknowledged sensitively and inclusively.

ALN / Additional Needs

- Individual care plans and risk assessments created where needed.
- Reasonable adjustments made to support participation.
- Multi-agency working with ALNCo, therapists, and external professionals.

Socio-Economic Inclusion

- We ensure no child is excluded due to financial hardship.
- Low-cost or free alternatives provided where needed.

5. Staff Responsibilities

All staff must:

- Model respectful, inclusive behaviour.
- Identify and remove barriers to participation.
- Use inclusive language and avoid stereotypes.
- Record and report discriminatory incidents or concerns to the Responsible Individual.
- Support children to understand fairness, kindness, and respect.

6. Parents & Carers

Parents and carers are:

- Encouraged to share their child's background, culture, language, and additional needs.
- Informed promptly of any incidents involving discrimination or exclusion.
- Welcome to raise concerns, suggestions, or feedback.
- Partners in supporting inclusive practice.

7. Challenging Discrimination

We take all discriminatory incidents seriously.

- Any discriminatory remark, action, or incident is addressed immediately in an age-appropriate way.
- Serious incidents are logged and reported to the Responsible Individual.
- Persistent or serious breaches follow our Behaviour Policy or Complaints Procedure.
- Safeguarding concerns are referred to the DSP.

8. Recruitment & Employment

We ensure:

- Fair recruitment in line with Safer Recruitment procedures.
- No job applicant or employee is treated less favourably due to protected characteristics.
- Reasonable adjustments are made for staff with disabilities or health needs.
- Staff development opportunities are offered equitably.
- Inclusive language and behaviour are expected at all times.

9. Monitoring & Review

- Equality and inclusion incidents are monitored and used to inform practice.
- Feedback from families and staff informs improvements.
- This policy is reviewed annually or earlier if guidance changes.