

At Smartkidz play and learn we will take all reasonable measures to 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 clubs 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, HIV/Aids status or other protected characteristics.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- 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 remarks, attitudes and behaviour from the children at the club, from staff and from other adults on Club premises, i.e. parents/carers collecting children.

Harassment

The Club will not tolerate any form of racial or discriminatory harassment on any basis. 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 (e.g., parents/carers collecting children).

Our management team is 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. Where one-to-one support is required, we will assist parents in accessing the funding required to provide the additional care.

Special Educational Needs (SEN) Policy – 1:1 Support

At Smartkidz Play and Learn, we are committed to providing an inclusive environment where all children can engage in play and learning opportunities. We recognise that some children may require 1:1 support to fully participate in our sessions, and we strive to accommodate these needs wherever possible.

1:1 Support & Additional Costs

While we do receive some funding towards 1:1 staffing, unfortunately, this does not fully cover the costs involved. To ensure the sustainability of our provision, families requiring 1:1 support will be responsible for:

- The standard attendance fee for their child.
- An additional charge to cover the staff costs for the 1:1 support worker. This amount will be calculated based on the difference between the funding received and the actual cost of providing a 1:1 staff member.

Availability of 1:1 Support We will make every effort to provide 1:1 support where needed, but this is subject to:

- Staff availability – We can only provide 1:1 support if we have suitably trained staff available for the required sessions.
- Overall club staffing ratios – The safety and supervision of all children remain our priority, and therefore, our ability to offer 1:1 support will depend on maintaining appropriate staffing levels across the holiday club.

Next Steps for Families Seeking 1:1 Support

1. Discuss your child's needs with us in advance so we can assess support requirements and explore available options.
2. Confirm staff availability – We will check whether we have the necessary staff to provide 1:1 support for the requested sessions.
3. Agree on additional costs – We will provide details of the additional charge required to cover the cost of the 1:1 staff member.
4. Finalise booking – Once agreed, bookings will only be confirmed when payment arrangements are in place.

We value every child's inclusion in our setting and appreciate your understanding as we work to ensure a safe, supportive, and financially sustainable environment for all. If you have any questions or need further clarification, please do not hesitate to contact us.

This policy was adopted by: Smartkidz Play and Learn	Date: 22/01/2024
To be reviewed: 22/01/2025	Signed: 