

## Single Equality Policy

*This policy should be taken as part of the overall strategy of Northleaze After School Play Club and operated within the context of our vision.*

### Equality Statement

#### Legal Duties

We welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

#### Our Ethos/mission

***'Northleaze After School Play Club offers a caring environment, based on the values of its Christian foundation, where, in a stimulating and purposeful atmosphere, every child can enjoy, achieve and develop a love of learning.'***

#### Addressing Prejudice Related Incidents

This club is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

**We will ensure that all involved with Northleaze After School Play Club is aware of the Single Equality Policy.**

**Date to be reviewed:** May 2027

**Signed:** Wesley Brown

**Date amended:** May 2025

**Signed:** Kathleen Williams

**Date signed off:** May 2025