

J A E G A R H O L I D A Y C A M P

J H C

Equalities Policy

At Jaegar Holiday Camp (JHC) will ensure we provide and sustain a safe, supportive and caring environment, free from discrimination, for everyone in our community including children with additional needs.

JHC Equality Policy services all protected characteristics covered under The Equality Act 2010. Therefore, It is unlawful for JHC to discriminate against anyone who works with or potential works with us or use services by treating them less favourably because of their:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our aim is to eliminate discrimination, harassment and victimisation. To promote equality of access and opportunity within our camp and wider community. To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.

JHC are committed to developing cohesive communities and embraces the aim of working together and with others to improve children's outcomes, both educational and wellbeing.

To achieve this objective of creating an environment that welcomes all and is free from discrimination, JHC will:

- Respect the different racial origins, religions, cultures and languages in our multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children, parents and staff on the grounds of disability, sexual orientation, class, family or HIV/Aids status.
- 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.

Objective Cont.

- Ensure that its services are available to all parents/guardians and children in the local community.
- Ensure that JHC's recruitment policies and procedures are open, fair and non-discriminatory.
- Consistently, work to fulfil all the legal requirements of the Equality Act 2010.
- JHC will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging Inappropriate Attitudes and Practices

JHC will challenge inappropriate attitudes and practices by engaging children and adults in discussion, and through our staff modelling appropriate behaviour and attitudes at all times.

Racial Harassment

Under The Equality Act the definition of 'Race' includes colour, nationality and ethnic or national origins. JHC will not tolerate any form of racial harassment or abuse. We will challenge racist and discriminatory remarks, attitudes and behaviour from children who attend JHC, from the staff and from any adult on the camp premises (e.g, parents/carers collecting children).

Religion or Belief

The Equality Act defines "religion" as being any religion, and "belief" as any religious or philosophical belief. A lack of religion or a lack of belief are also protected characteristics. JHC will not act discriminately because of religion or belief, meaning treating children, parents and staff less favourably because of their religion or belief or perceived religion or belief. This also pertains to discrimination of a child's, parent and staffs lack of religion or belief.

Sex/Gender

JHC will ensure that children of one sex are not singled out for different and less favourable treatment from that given to other pupils. We will always check our practice, which could result in unfair, less favourable treatment of boys or girls. JHC's services are open to all and are not subjected to gender stereotypes.

Gender Reassignment

Gender reassignment is defined in the Equality Act as applying to anyone who is undergoing, has undergone or is proposing to undergo a process (or part of a process) of reassigning their sex by changing physiological or other attributes. JHC staff are already protected under the act and understand it is also unlawful to discriminate children and parents because of gender reassignment in and treat them less favourably because of their gender reassignment. JHC are sensitive when considering their obligations under the Equality Duty and we will not tolerate behaviour that contravenes this.

Sexual Orientation and Marriage and Civil Partnership

JHC will ensure that all gay, lesbian or bi-sexual children, or the children of gay, lesbian or bi-sexual parents, are not singled out for different and less favourable treatment that is given to other pupils. We will not tolerate practices, which contravenes this under the Act

Promoting Equal Opportunities

JHCs Equal Opportunities Coordinator (ENCO) is Diana Mitchell.

The ENCO 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

JHC 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 JHC, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

This policy was adopted by: Jaegar Holiday Camp	Date: 01/08/2025
To be reviewed: 30/07/2026	Signed: Diana Mitchell

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