



Equality, Diversity, and Inclusion Policy

At **Just Play Sports**, we are committed to creating a safe, welcoming, and inclusive environment for all children, young people, staff, and families. We value diversity and are committed to promoting equality, challenging discrimination, and ensuring that everyone, including children with additional needs, has access to our services.

Our Commitment

To achieve an environment that is inclusive and free from discrimination, we will:

- Respect and value the different racial origins, religions, cultures, and languages in our community.
- Ensure that children are valued as individuals, free from racial, gender, or cultural stereotyping.
- Not discriminate on the grounds of disability, sexual orientation, gender identity, class, family status, or health status.
- Celebrate and support children in expressing their cultural, religious, and personal identities.
- Promote positive self-esteem and respect for others, highlighting the strengths in diversity.
- Ensure all our services and activities are accessible to families in our local community.
- Maintain recruitment policies that are open, fair, and non-discriminatory.
- Comply with all legal requirements, including the **Equality Act 2010**.
- Regularly monitor and review our inclusive practices through staff feedback and management review.

Challenging Inappropriate Attitudes and Behaviour

- Staff will model respectful, anti-discriminatory behaviour at all times.
- Inappropriate language, attitudes, or behaviour will be challenged promptly through discussion, education, and positive role modelling.
- Racist or discriminatory behaviour, whether by children, staff, or visitors, will not be tolerated.

Promoting Equal Opportunities

Equal Opportunities Named Coordinator (ENCO): Jack Dillon

The ENCO is responsible for ensuring that:

- Staff receive relevant training and information on equality, diversity, and inclusion.
- The policy aligns with current legislation and Ofsted guidance.
- Any discriminatory behaviour or language is addressed promptly and appropriately.

Children with Additional Needs

We recognise that some children have additional needs or disabilities that require tailored support. We will:

- Assess the individual needs of each child in consultation with their parents prior to attendance.
- Make reasonable adjustments to ensure all children can access and benefit from our services.
- Support families in accessing funding for one-to-one care where necessary, including short breaks and respite care through local authority services.

Special Educational Needs Coordinator (SENCO): Jack Dillon

The SENCO will:

- Oversee and manage provision for children with special educational needs or disabilities.
- Work with all staff to ensure children with additional needs receive appropriate support.

Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective and reflects current legislation, best practice, and feedback from children, families, and staff.

Policy Written: 19th August 2026

Reviewed: 19th August 2027

Name: Jack Dillon

Position: Director

Signed: Jack Dillon