



## Equal Opportunities Policy

All home educating and potential home educating families, parents and children are welcome regardless of age, faith, disability, gender, race or sexual orientation.

Individual parents and families are encouraged, where able, to utilize their training and skills to provide activities as diverse as possible to facilitate cognitive and physical access to learning for all ages and ability.

We hope to seek funding which will support activities which families and individual parents may be unable to provide. We encourage suggestions from members for activities and events and we hope to provide a broad range of experiences for families, parents and children on an all-inclusive basis. This may include support for children with families on low incomes, special educational needs or disabilities that may require extra support to take part in activities.

**Financial Equality** - Where families may have financial constraints we will seek to help children access activities that may not have been affordable previously. We will endeavour to offer low income concessions for activities and seek funding to more fully engage members on low incomes. We will encourage acceptance and support for those families on low incomes.

**SEN Equality** - For those with special educational needs (SEN) we will endeavour to ensure they have the support they require to have a fulfilling and inclusive experience in activities. We will encourage understanding and support towards families and the everyday difficulties and strains they may experience having children with SEN needs.

**Religious & Cultural Equality** – We wish to encourage attitudes and values that appreciate openness and understanding of people from all different races, cultures, religious and non-religious backgrounds. We wish to promote respect for people's beliefs and how they choose to live, without pressure to feel one way of living is better or more correct than another. We will encourage learning and appreciating the differences we have amongst each other and how that makes us less anxious and suspicious of differences in people and therefore more accepting.

**Gender Equality** - We encourage all children to take part in any activity whatever gender they may be or associate with. Understanding and support will be encouraged throughout the community in breaking down gender stereotypes and



being sensitive to individual children's needs of how they would like to dress and be addressed. We believe a child should discover who they are and want to be without pressure to conform to a society norm, in order to seek acceptance.

**Age Equality** - We understand that children grow and mature at different rates and learning development is different between children even of the same age. Where activities may be aimed at a certain age range we will be sensitive to the maturity level of a child's learning ability, no matter what their age and allow them to attend activities where their family deems it appropriate.

**Family Equality** - We encourage individuals from all types of family backgrounds and wish to support understanding, openness and inclusiveness to all family set ups. We understand that the definition of a family is a loving and supporting environment in which individuals can grow and discover themselves, the world they live in and how other people live. Only then will children be able to thrive, participate and be happy as individuals.

We encourage all families to talk and interact respectfully with each other, listen with kindness and compassion and understand that everyone's way of educating their children may be different to yours. There may be pressures that families may have that you may not know about, so we encourage dialogue rather than assumptions and judgement when dealing with others in the community.

### **Access, Equality and Inclusion**

We expect that all members will treat each other with respect and will not discriminate against or harass or tolerate discrimination or harassment against - anyone who is a member of a protected group under the Equality Act 2010. We reject prejudice whether connected with race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation or income.

If you feel you have been discriminated against or harassed for a reason relating to your identity/ethnicity or any other personal characteristic, please let a committee member know and they will address this as soon as possible. The steps we will follow are outlined in our behavioural policy.

We endeavour to take whatever practical action we can to overcome any barriers to inclusion or participation that parents or children from disadvantaged groups may face.



- We hold events in premises which are easily accessible to those with mobility impairments.
- We provide information in a range of different formats wherever possible (e.g large print, easy read, audio).
- We raise awareness about equality and diversity issues among our group.
- We seek to make 'reasonable adjustments' to ensure disabled parents or children can be more fully included in activities and ensure parents/carers are aware they should not use disabled parking spaces at venues with such spaces unless they have a blue badge.

The Group is committed to provide equality of opportunity for all families and children in accordance with all relevant legislation including:

The Children's Acts 1989, 2004

The Children and Families Act 2014

The Equality Act 2010

The Human Rights Act 1998