

# International British Theatre School

## Equalities of Opportunity Policy

At [the International British Theatre School](#), we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community, including children with additional needs.

To achieve our objective of creating an environment free from discrimination and welcoming to all, [International British Theatre School](#) 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 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.
- Ensure that our services are available to all parents/carers and children in the local community.
- Ensure that [International British Theatre School's](#) recruitment policies and procedures are open, fair and non-discriminatory.
- Fulfil all the legal requirements of the Equality Act 2010.
- 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 always modelling anti-discriminatory behaviour.

### Racial harassment

[International British Theatre School](#) will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes, and behaviour from our staff and the children attending [International British Theatre School](#), and from any other adults on Club premises (e.g. parents/carers collecting children).

### Promoting equal opportunities

[International British Theatre School's](#) Equal Opportunities Named Coordinator (ENCO) is [Ben Whiteside](#). The ENCO / Manager is responsible for ensuring that:

- 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

[International British Theatre School](#) 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/carers prior to their attending [International](#)

[British Theatre School](#), and will make reasonable adjustments to ensure that all 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 Coordinator**

[International British Theatre School](#) Special Educational Needs Coordinator (SENCO) is [Ben Whiteside](#). The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

This policy was adopted by: <a href="#">the International British Theatre School</a>	Date: 31.10.24
To be reviewed: 31.10.25	Signed: Ben Whiteside

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021)*: *Safeguarding and Welfare requirements: SEN [3.68]*, Information for parents and carers [3.74], Staff qualifications, training, support, and skills [3.20] and Child protection [3.4]