POLICY DOCUMENT

The Recharge Club™

Equality, Diversity and Inclusion Policy

Our Commitment to Fairness, Respect and Inclusion for Every Child, Family and Member of Staff

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Document Owner:	Mrs Michaela Cmorej, Director
Deputy:	Mr Michal Cmorej, Deputy Director
Status:	Mandatory Policy — applicable to all staff, bank staff, volunteers and families
Date Adopted:	1st August 2026
Review Frequency:	Annually, and immediately following any related concern or change in statutory guidance
Next Review Due:	Twelve months from the date of adoption
Related Policy:	This policy is read alongside the Safer Recruitment Policy and the Complaints Policy and Procedure

1. Policy Statement

The Recharge Club™ is committed to equality, diversity and inclusion in everything it does, welcoming every child, family and member of staff with fairness and respect, regardless of any protected characteristic. This commitment sits alongside, and is inseparable from, the organisation's core purpose of providing genuinely inclusive respite for children and young people with special educational needs and disabilities.

> ***Every child and family is treated as an individual, with their own culture, faith, identity and needs respected, never assumed or generalised.***

2. Purpose and Scope

This policy applies to every child, family, member of staff, bank worker, volunteer and visitor connected with The Recharge Club™, and covers admissions, employment, daily practice, and the organisation's wider conduct. It should be read alongside the Safer Recruitment Policy and the Complaints Policy and Procedure.

3. Legal and Regulatory Framework

This policy has been written with regard to the following legislation and statutory guidance:

- The Equality Act 2010
- The Human Rights Act 1998
- The Children Act 1989 and the Children Act 2004
- Guidance issued by the Office for Standards in Education, Children's Services and Skills for providers registered on the Voluntary Childcare Register

4. Our Commitment

- Every child and family is welcomed and treated fairly, regardless of race, ethnicity, religion or belief, sex, gender identity, sexual orientation, disability, age, or family structure
- No child is treated less favourably, or offered a lesser experience, because of any protected characteristic held by them or a member of their family
- Reasonable adjustments are made wherever needed to ensure every child can access and benefit from the service on an equal footing

5. Protected Characteristics

The Recharge Club™ has particular regard to the protected characteristics defined under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Disability is, of course, central to the population The Recharge Club™ exists to serve, and this policy sits alongside, rather than instead of, the organisation's wider commitment to meeting disability-related need through its core service.

6. Equality in Admissions

Every child's registration is assessed on the same basis: whether The Recharge Club™ can meet their needs safely within its staffing and operating model, as set out in the registration process in the Terms and Conditions of Booking. No child is declined on the basis of race, religion, family structure, gender identity, or any other protected characteristic unrelated to this assessment.

7. Equality in Employment and Recruitment

Recruitment, as set out in the Safer Recruitment Policy, is conducted fairly and without discrimination. Job opportunities are advertised openly, selection is based on merit, suitability, and safeguarding considerations, and reasonable adjustments are made for candidates and staff with a disability.

8. Reasonable Adjustments

The Recharge Club™ makes reasonable adjustments for children, families, staff and visitors with a disability, considered on an individual basis. For children, this is addressed primarily through the Individual Support Plan process; for staff and visitors, requests for adjustment are discussed directly with the Director and accommodated wherever reasonably practicable.

9. Preventing Discrimination, Harassment and Victimisation

Discrimination, harassment, bullying, or victimisation of any kind, by a member of staff towards a child, family, or colleague, or between children, is not tolerated. Any such behaviour by a child is addressed through the Positive Behaviour Support approach set out in the Behaviour Management Policy, recognising that a child's behaviour may itself reflect their own developmental stage or support needs, while still being addressed directly and consistently. Any such behaviour by a member of staff is addressed as a serious matter under the Staff Code of Conduct and, where appropriate, disciplinary procedures.

10. Promoting Inclusion in Daily Practice

- Activities and resources reflect a diverse range of cultures, families, and identities, and avoid stereotyping
- Staff use language that is respectful and inclusive, and model this consistently for children
- Individual Support Plans record and reflect each child's cultural, religious and personal identity alongside their support needs, so that a child is understood as a whole person, not only through the lens of their diagnosis

11. Cultural and Religious Diversity

Dietary requirements arising from religious or cultural practice are accommodated in full, in line with the Food Safety and Allergen Management Policy. Religious and cultural observances relevant to an individual child, such as significant festivals, are recorded in the child's Individual Support Plan and respected during sessions falling on or near those occasions, so far as this is practicable within the group setting.

12. Reporting Discrimination or a Concern

Any family or member of staff who experiences or witnesses discrimination, harassment, or unfair treatment is encouraged to raise it. A family may do so under the Complaints Policy and Procedure, and a member of staff may do so with the Director directly or under the Whistleblowing Policy. Raising a concern of this kind is taken seriously and investigated without delay.

13. Roles and Responsibilities

Director	Holds overall responsibility for equality, diversity and inclusion, models this commitment personally, and ensures this policy is reflected in admissions, recruitment, and daily practice.
Deputy Director	Supports this commitment and models it personally in all interactions with children, families and staff.
All Staff	Treat every child, family and colleague fairly and with respect, and report any concern about discrimination or unfair treatment.

14. Training

All staff, bank staff and volunteers receive equality, diversity and inclusion training as part of their induction, refreshed at least every two years.

15. Monitoring, Review and Related Policies

This policy is reviewed at least annually, and immediately following any related concern or change in statutory guidance. This policy should be read alongside the following related policies and documents:

- Safer Recruitment Policy
- Complaints Policy and Procedure
- Behaviour Management Policy
- Food Safety and Allergen Management Policy
- Staff Code of Conduct

This policy has been approved by the Director of The Recharge Club™ and forms part of the organisation's statutory compliance framework.