

Equal Opportunities

At Go Go Makers we will ensure that we provide a safe and caring environment for children that is free from discrimination, including children with additional needs. As part of this policy people will:

- Work to fulfil all the legal requirements that as part of the Equality Act.
- 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, sex, age, race, 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 activities and resources.
- Work hard to ensure that children feel good about themselves and others, by celebrating the differences which makes us all unique individuals.
- Ensure that its services are available to all the parents/carers and children in the local community
- Ensure that the Go Go Makers recruitment policies and procedures are open, fair and non-discriminatory.
- Monitor and review the effectiveness of its inclusive practice by conducting an annual Inclusion audit for children

Special Requirements

We understand and recognise that the needs of individual children can vary. We always endeavour to accommodate children with specific needs/and or medical conditions. At Go Go Makers we do not exclude any child due to specific needs/and or medical conditions that they might have, where possible. It is fully the parents/carers responsibility to inform us of any special educational needs, disabilities or medical conditions so that we can look at how best to accommodate the child and consider if there are any reasonable adjustments that can be made to allow the child to fully participate and be part of the timetable of activities within the staffing ratios for their group. The needs of each child vary so decisions will be made on a case by case basis and depend on the level of support each individual child might require. We are not able to provide additional staff to support a child above our standard ratios of 1:8 for 4 & 5 year olds and 1:16 for 6 years plus., irrespective of any specific needs or medical conditions. Where we feel that the child isn't coping within these ratios, we reserve the right to ask the parent/carer to come and collect them.

Where a child does require one-to-one support, Go Go Makers will consider permitting the parents/carers to attend camp to support their child, if safer recruitment standards are met. Go Go Makers does not provide one-to-one support.

We are happy to trial a child with specific needs on a paid trial basis and reserve the right to review future bookings.

Challenging any inappropriate practices and attitudes

Go Go Makers will challenge inappropriate practices and attitudes by engaging the children (and adults) in discussion. We will do this by displaying positive images of disability and race and through staff modelling anti-discriminatory behaviour at all times.

Emma Canning

Go Go Makers

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