

Equality Policy

1. Purpose

This policy outlines Innovation Pod's commitment to promoting equality, diversity, and inclusion for all children, parents/carers, and staff. We are fully compliant with the **Equality Act 2010**.

2. Our Commitment

We will:

- Treat every individual with fairness, dignity, and respect.
- Foster an inclusive environment that values and celebrates diversity.
- Ensure all children have equal access to activities and opportunities regardless of race, gender, age, ability, religion, language, socio-economic status, or sexual orientation.

3. Implementation in Practice

- All staff receive training on equality, inclusion, and anti-discriminatory practices.
- Activities and resources are adapted where necessary to suit all learning styles and abilities.
- Our club actively reflects diversity in its materials, displays, and curriculum.
- Reasonable adjustments are made for children with disabilities or additional needs.

4. Monitoring and Review

- We review this policy annually and assess whether we are meeting our goals for equality and inclusion.
- We encourage feedback from parents and staff to improve our practices