



Equality, Diversity, Inclusion & Antidiscrimination Policy

Policy Statement

PMACTIVE is committed to promoting equality, diversity and inclusion throughout all aspects of our work. We believe that every child, young person, parent, carer, staff member, volunteer, student, placement worker and visitor has the right to be treated with dignity, fairness and respect.

PMACTIVE aims to provide a safe, welcoming, inclusive and accessible environment where everyone can participate, develop and achieve their potential. We actively challenge discrimination, prejudice, harassment, bullying and barriers that may prevent individuals from accessing or participating in our services.

As an inclusive provider, PMACTIVE recognises that many children and young people who attend our activities may have special educational needs, disabilities, learning difficulties, communication needs or other additional support needs. We are committed to understanding individual needs and making appropriate reasonable adjustments to support meaningful participation.

PMACTIVE recognises that equality does not always mean treating everyone in the same way. Where individuals have different needs or face additional barriers, appropriate support and reasonable adjustments may be necessary to provide fair access and opportunity.

Scope

This policy applies to:

- Children and young people accessing PMACTIVE services.
- Parents and carers.
- Employees and sessional staff.
- Volunteers.
- Contractors and professionals working on behalf of PMACTIVE.
- Visitors and partner organisations.
- Anyone representing PMACTIVE.

Everyone working with or representing PMACTIVE is expected to support the principles contained within this policy.

Our Commitment to Equality, Diversity and Inclusion

PMAActive will:

- Promote equality, diversity and inclusion across our services and activities.
- Provide fair access to activities, services and opportunities.
- Take reasonable steps to remove or reduce barriers to participation.
- Ensure children and young people are not unfairly disadvantaged because of their identity, background, disability, additional needs or personal circumstances.
- Recognise and respect differences in culture, ethnicity, religion, belief, family circumstances, communication, ability and experience.
- Make reasonable adjustments where appropriate.
- Plan activities so that children and young people can participate safely and meaningfully.
- Listen to children and young people and take their views seriously.
- Work in partnership with parents and carers to understand individual needs.
- Promote positive relationships and respectful behaviour.
- Challenge discrimination, prejudice, bullying, harassment and exclusion.
- Monitor concerns and incidents to identify patterns or barriers.
- Review our practice regularly to identify opportunities for improvement.

Protected Characteristics

PMAActive recognises the protected characteristics set out in the Equality Act 2010:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race, including colour, nationality and ethnic or national origin.
- Religion or belief.
- Sex.
- Sexual orientation.

PMAActive also recognises that individuals may experience barriers or disadvantage because of other circumstances or characteristics, including:

- Appearance.
- Social or economic circumstances.
- Communication needs.
- Health conditions.
- Family circumstances.
- Care experience.
- Personal circumstances.
- Learning needs.
- Neurodiversity.

Discrimination, bullying or harassment relating to any individual characteristic or circumstance will be taken seriously.

Inclusion of Children and Young People

PMActive aims to ensure that every child and young person is able to participate in our activities as fully and safely as possible.

We will:

- Consider individual needs when planning activities.
- Adapt activities, communication, equipment or environments where reasonably practicable.
- Use appropriate communication methods.
- Consider sensory, physical, emotional and communication needs.
- Provide additional support where appropriate.
- Encourage confidence, independence and positive relationships.
- Avoid unnecessary exclusion because of disability or additional needs.
- Work with parents, carers and other professionals where appropriate.
- Listen to children and young people and take their views into account.
- Review arrangements where existing support is not effective.

PMActive recognises that inclusion may require different approaches for different children and young people. Further information about supporting children and young people with SEND and additional needs is contained within the **SEND and Inclusion Policy**.

Reasonable Adjustments

PMActive will consider reasonable adjustments to enable children, young people, staff, volunteers and others to participate in our services where appropriate.

Depending on individual circumstances, adjustments may include:

- Adapting activities.
- Changing how instructions are communicated.
- Providing additional explanation or preparation.
- Using visual or alternative communication.
- Adjusting equipment.
- Adapting the environment.
- Providing additional support or supervision.
- Allowing appropriate breaks.
- Adjusting arrangements to support accessibility.
- Making other proportionate changes based on individual needs.

Adjustments will be considered on an individual basis, taking account of safety, available resources, the nature of the activity and the needs of the individual.

Where a requested adjustment cannot reasonably be provided, PMActive will seek to identify an appropriate alternative wherever possible.

Anti-Discrimination

PMActive does not tolerate discrimination of any kind. Discrimination may occur through actions, behaviour, language, decisions, policies, practices or arrangements that unfairly disadvantage an individual or group.

Direct Discrimination

Direct discrimination occurs when an individual is treated less favourably because of a protected characteristic.

Indirect Discrimination

Indirect discrimination may occur where a provision, criterion or practice places people who share a protected characteristic at a particular disadvantage compared with others, unless it can be objectively justified in accordance with the Equality Act 2010.

Harassment

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

PMActive will not tolerate anyone being treated unfairly because they have raised a concern about discrimination, supported someone who has raised a concern or otherwise exercised a right relating to equality.

Positive Action

PMActive may take positive action where appropriate to address disadvantage, reduce barriers or support participation by individuals or groups who experience particular barriers or are underrepresented.

Positive action will be undertaken lawfully and will not be used to discriminate unlawfully against others.

Discriminatory Language and Behaviour

Staff and volunteers are expected to challenge inappropriate discriminatory language and behaviour appropriately.

Discriminatory behaviour may include:

- Racist language or behaviour.
- Homophobic or biphobic language or behaviour.
- Transphobic language or behaviour.

- Sexist behaviour.
- Disability-related discrimination.
- Religious or belief-based discrimination.
- Discrimination based on age.
- Derogatory comments about appearance or personal circumstances.
- Deliberate exclusion.
- Discriminatory bullying or harassment.
- Sharing discriminatory or offensive content online.

Where appropriate, staff will explain why behaviour or language is unacceptable and support children and young people to develop understanding, empathy and respect.

Significant incidents will be recorded and reported to PMActive Management.

Equality, Inclusion and Safeguarding

PMActive recognises that discrimination, bullying, harassment, exclusion or changes in behaviour may sometimes indicate a safeguarding concern. Where there is a concern that a child or young person may be at risk of harm, the matter must be managed in accordance with PMActive's Safeguarding Children and Young People Policy.

Staff and volunteers must not attempt to manage a safeguarding concern solely as a behaviour, equality or disciplinary issue. Safeguarding concerns must be reported promptly to the Designated Safeguarding Lead (DSL) in accordance with PMActive's safeguarding procedures.

Staff and Volunteer Responsibilities

All PMActive staff and volunteers have a responsibility to promote equality, diversity and inclusion.

They must:

- Treat children, young people, families, colleagues and visitors with dignity and respect.
- Promote an inclusive and welcoming environment.
- Recognise individual needs and differences.
- Support children and young people to participate wherever reasonably possible.
- Follow agreed reasonable adjustments and individual support arrangements.
- Avoid discriminatory language, behaviour or actions.
- Challenge inappropriate discrimination, bullying, harassment or exclusion appropriately.
- Report significant incidents or concerns to PMActive Management.
- Report safeguarding concerns in accordance with PMActive safeguarding procedures.
- Maintain appropriate professional boundaries.
- Maintain confidentiality when handling personal or sensitive information.
- Follow PMActive policies and procedures.

- Seek guidance when unsure how to respond to an equality or inclusion issue.

Staff and volunteers must not knowingly discriminate against, harass, victimise or unfairly exclude another person.

Management Responsibilities

PMAActive Management has overall responsibility for implementing this policy.

Management will:

- Ensure staff and volunteers are aware of this policy.
- Provide appropriate information, training and guidance.
- Promote equality and inclusion throughout PMAActive's activities.
- Consider accessibility and inclusion when planning services.
- Monitor equality-related concerns, complaints and incidents.
- Review barriers to participation.
- Ensure appropriate action is taken where discrimination is identified.
- Consider reasonable adjustments where appropriate.
- Work with children, young people, parents and carers to understand individual needs.
- Review relevant policies and procedures to ensure they support equality and inclusion.
- Take appropriate action where staff or volunteers breach this policy.

Recruitment and Employment

PMAActive is committed to fair and inclusive recruitment and employment practices.

Recruitment, selection, induction, training, supervision and development opportunities will be undertaken fairly and without unlawful discrimination.

PMAActive will:

- Recruit based on skills, experience, qualifications and suitability for the role.
- Follow its Safer Recruitment and Selection Policy.
- Provide reasonable adjustments where appropriate.
- Treat staff and volunteers fairly and respectfully.
- Address discriminatory behaviour or harassment appropriately.
- Provide opportunities for staff and volunteers to raise concerns.

Further information is contained within PMAActive's **Safer Recruitment and Selection Policy**, **Staff, Induction, Training and Supervision Policy** and **Staff and Volunteer Code of Conduct**.

Working with Parents and Carers

PMAActive recognises parents and carers as important partners in supporting inclusion.

Parents and carers are encouraged to discuss:

- Their child's individual needs.

- Accessibility requirements.
- Communication needs.
- SEND or additional support needs.
- Reasonable adjustments.
- Concerns about inclusion or discrimination.

PMAActive will work with parents and carers to identify appropriate and practical ways to support children and young people. Information will be handled sensitively and in accordance with PMAActive's **Data Protection, GDPR and Confidentiality Policy**.

Responding to Concerns and Incidents

Concerns relating to discrimination, bullying, harassment or exclusion should be reported to PMAActive Management.

Where a concern or incident is identified, PMAActive will:

- Ensure any immediate safety concerns are addressed.
- Listen to those involved.
- Record the concern appropriately.
- Investigate proportionately and fairly.
- Consider individual circumstances and needs.
- Take appropriate action.
- Inform parents or carers where appropriate.
- Consider whether safeguarding procedures need to be followed.
- Monitor for repeated incidents or patterns.
- Review whether further support or reasonable adjustments are required.

Concerns raised in good faith will be treated seriously and will not result in unfair treatment of the person raising the concern. Complaints about discrimination will be managed in accordance with PMAActive's **Complaints and Compliments Policy**, unless the matter needs to be dealt with under safeguarding or another specialist procedure.

Confidentiality and Information Sharing

PMAActive will handle personal information relating to equality, disability, health, additional needs and individual circumstances sensitively and confidentially. Information will only be shared with individuals who have a legitimate need to know. Confidentiality will not prevent PMAActive from sharing information where this is necessary to safeguard a child, young person or another person from harm. All personal information will be handled in accordance with PMAActive's Data Protection, GDPR and Confidentiality Policy.

Monitoring and Review of our Services

PMAActive will monitor equality, diversity and inclusion across its services.

Monitoring may include reviewing:

- Participation and access.
- Equality-related complaints.
- Discrimination and bullying incidents.
- Barriers to participation.
- Reasonable adjustments.
- Feedback from children and young people.
- Feedback from parents and carers.
- Staff and volunteer feedback.
- Training needs.

Where patterns or barriers are identified, PMActive will consider what changes may be required to improve inclusion and equality.

Legislation and Guidance

This policy has been developed with reference to relevant UK legislation and guidance, including:

- Equality Act 2010.
- Human Rights Act 1998.
- Children Act 1989.
- Children Act 2004.
- Special Educational Needs and Disability Code of Practice: 0 to 25 years.
- Data Protection Act 2018 and UK GDPR, where relevant to the handling of personal information.
- Relevant Ofsted registration and inspection requirements applicable to PMActive's provision.

PMActive will take reasonable steps to ensure its policies and practices remain consistent with applicable legislation and guidance.

Related Policies

This policy should be read alongside:

- Safeguarding Children and Young People Policy.
- Safeguarding Adults Policy.
- SEND and Inclusion Policy.
- Positive Behaviour and Relationships Policy.
- Bullying and Harassment arrangements within the Positive Behaviour and Relationships Policy.
- Safer Recruitment and Selection Policy.
- Staff, Induction, Training and Supervision Policy.
- Volunteer Policy.
- Staff and Volunteer Code of Conduct.
- Complaints and Compliments Policy.

- Data Protection, GDPR and Confidentiality Policy.
- Risk Assessment Policy.
- Health and Safety Policy.
- Photography, Video and Social Media Policy.

Monitoring and Review

PMAActive will review this policy regularly to ensure it continues to reflect current legislation, guidance and the needs of the children, young people and families who access our services.

Policy Reviews:

Policy Written: April 2024

Reviewed: September 2025

Reviewed: September 2026