

TAYLORED SCIENCE Equality Policy

Reviewed August 2024 – Andrea Taylor

Next Review August 2025

Taylorred Science are committed to anti-discriminatory practices with regards to both adults and children who have a connection to the business.

By providing equal opportunities, we aim to ensure that every child in our care feels valued, included, and happy.

Promoting equal opportunities is fundamental to the aims and ethos of Taylorred Science. We do not discriminate against any individual or group and pay regard to those who fall under the Protected Characteristics (as set out in the Equalities Act 2010) of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Taylorred Science is committed to promoting positive attitudes towards diversity and difference. We aim to instil a culture of respect for other people through modelled behaviour and a zero-tolerance approach to discrimination including stereotyping, unacceptable language, attitudes, and actions. All activities are designed with consideration and sensitivity towards the individual backgrounds of our children, alongside the specific needs of children in our care.

Additional Notes on the Protected Characteristics of Age and Disability

Age – For some activities children may be grouped by age to ensure that we deliver sessions with an appropriate level of content and challenge. The safety of children is always our priority and some of our activities may not be suitable for children of all ages.

Disability and Children with Additional Needs – Where a child has a disability and/or additional needs, Taylorred Science will do their utmost to make reasonable adjustments to enable the child to take part in activity sessions. This may include the completion of an Individual Inclusion Plan. An appropriate Risk Assessment may also be required, for example, if a child uses mobility aids or requires regular medication. If required, an Individual Inclusion Plan and Risk Assessments will be conducted by Taylorred Science in discussion (and with approval from) a parent/carer.

In some instances, it may be necessary for a child with additional needs to be accompanied at activity sessions, for example, if a child requires intimate care, medication which requires specific training to administer or one to one adult support to access activities. Please refer to our Adult Behaviour Code and Safeguarding Policy for further information.