



# Solar Squad Science

**Equality, Diversity and  
Inclusion Policy**

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**Signed: Kamron Ali (Director)**



# Equality, Diversity and Inclusion Policy

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# Equality, Diversity and Inclusion Policy



## 1. Statement of Commitment

Solar Squad Science is committed to creating and maintaining a safe, inclusive, welcoming, and respectful environment where every child, family, staff member, volunteer, and partner organisation is treated with dignity, fairness, and respect.

We believe that diversity strengthens our provision and that all children should have equal opportunity to participate, engage, learn, and thrive regardless of background, identity, ability, or personal circumstance.

Solar Squad Science will actively promote equality, diversity, inclusion, and anti-discriminatory practice across all aspects of its operations and delivery.

Discrimination, harassment, victimisation, bullying, or exclusionary behaviour will not be tolerated.

## 2. Purpose of This Policy

The purpose of this policy is to:

- Promote equality of opportunity for all children and adults
- Ensure inclusive and accessible practice
- Prevent discrimination, harassment, and victimisation
- Support participation for children with additional needs
- Promote positive attitudes towards diversity and difference
- Ensure compliance with relevant equality legislation and safeguarding expectations
- Create an environment where all individuals feel safe, respected, and valued

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## 3. Legislative Framework

This policy reflects relevant legislation and guidance including:

- The Equality Act 2010
- The Children Act 1989 & 2004
- The Human Rights Act 1998
- The Special Educational Needs and Disability (SEND) Code of Practice
- Relevant safeguarding and welfare guidance
- Relevant principles outlined within Keeping Children Safe in Education

Solar Squad Science recognises its responsibilities to eliminate discrimination, advance equality of opportunity, and foster good relations between individuals and groups.

## 4. Scope of This Policy

This policy applies to:

- Children and young people
- Parents and carers
- Employees and directors
- Volunteers and contractors
- Schools and partner providers
- Visitors and associated professionals

This policy applies across all activities delivered by Solar Squad Science including:

- Holiday camp provision
- Workshops and enrichment sessions
- Educational activities
- Online communication and marketing
- Recruitment and staffing processes

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## 5. Core Principles

Solar Squad Science is committed to ensuring that:

- All individuals are treated fairly and respectfully
- Differences are recognised, respected, and valued
- Children feel safe, included, and supported
- Participation barriers are reduced wherever reasonably practicable
- Inclusive language and professional conduct are maintained
- Discriminatory attitudes and practices are challenged appropriately
- Opportunities are accessible regardless of background or protected characteristic

Solar Squad Science will not unlawfully discriminate on the basis of:

- Age
- Disability
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Gender reassignment
- Sexual orientation
- Pregnancy or maternity
- Marriage or civil partnership
- Socio-economic background
- Family structure

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## 6. Promoting Equality, Diversity and Inclusion

Solar Squad Science aims to actively promote inclusion through:

- Creating welcoming and respectful learning environments
- Using inclusive language and communication
- Providing positive and diverse educational experiences
- Celebrating different cultures, backgrounds, and perspectives
- Encouraging teamwork, empathy, and mutual respect
- Ensuring activities are accessible and engaging for a wide range of learners
- Challenging stereotypes and discriminatory attitudes where appropriate

We recognise that children benefit from environments where diversity is normalised, respected, and positively represented.

## 7. Inclusive Practice for Children

Solar Squad Science is committed to ensuring that all children have the opportunity to participate safely and meaningfully in activities wherever reasonably practicable.

Reasonable steps will be taken to:

- Understand individual needs prior to participation where appropriate
- Adapt activities where possible
- Reduce unnecessary barriers to participation
- Support emotional wellbeing and confidence
- Provide clear instructions and accessible communication
- Work collaboratively with parents, carers, schools, and providers

Children will be encouraged to:

- Respect differences
- Work collaboratively
- Demonstrate kindness and inclusion
- Challenge bullying or discriminatory behaviour appropriately

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## 8. Children with Additional Needs and Disabilities

Solar Squad Science recognises that some children may require additional support, adjustments, or accommodations in order to access activities safely and successfully.

This may include children with:

- Special Educational Needs and Disabilities (SEND)
- Physical disabilities
- Sensory needs
- Medical conditions
- Neurodevelopmental differences
- Social, emotional, or mental health needs

Prior to participation, Solar Squad Science may work with parents, carers, schools, or providers to:

- Understand the child's needs
- Review relevant support plans or risk assessments
- Identify reasonable adjustments
- Consider staffing or supervision requirements
- Assess whether activities can be delivered safely and appropriately

Reasonable adjustments may include:

- Adapted instructions or resources
- Flexible participation approaches
- Modified activities where appropriate
- Environmental adjustments where reasonably practicable

Where one-to-one support is required beyond the scope of standard staffing arrangements, this will be discussed with the hosting provider or parent/carer in advance.

Solar Squad Science remains committed to promoting inclusion wherever safely and reasonably practicable.

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## 9. Challenging Discrimination and Inappropriate Behaviour

Solar Squad Science will not tolerate:

- Bullying
- Harassment
- Victimisation
- Racist, sexist, homophobic, transphobic, ableist, or discriminatory language
- Exclusionary behaviour
- Discriminatory attitudes or conduct

Inappropriate behaviour by children, staff, parents, carers, or visitors will be addressed promptly and proportionately.

This may involve:

- Discussion and education
- Behaviour management procedures
- Safeguarding intervention where necessary
- Removal from activities where appropriate
- Referral to external agencies in serious cases

Staff are expected to model respectful, inclusive, and anti-discriminatory behaviour at all times.

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## 10. Recruitment, Staffing and Professional Conduct

Solar Squad Science is committed to fair, transparent, and inclusive recruitment and staffing practices.

Recruitment processes will aim to ensure:

- Equal opportunity for applicants
- Non-discriminatory recruitment procedures
- Selection based on suitability, qualifications, experience, and safeguarding considerations
- Compliance with safer recruitment principles where applicable

All staff are expected to:

- Treat others with dignity and respect
- Maintain professional boundaries
- Promote inclusive practice
- Challenge discriminatory behaviour appropriately
- Comply with safeguarding and equality expectations

Discriminatory behaviour by staff may result in disciplinary action.

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## 11. Accessibility and Reasonable Adjustments

Solar Squad Science aims to ensure activities, communication, and resources are accessible wherever reasonably practicable.

This may include consideration of:

- Physical accessibility
- Communication needs
- Sensory considerations
- Learning needs
- Medical requirements
- Religious or cultural considerations

Reasonable adjustments will be considered on an individual basis while balancing:

- Safety
- Practicality
- Available staffing
- Operational limitations
- The needs of all participants

## 12. Training and Awareness

Solar Squad Science aims to ensure staff receive appropriate guidance and training relating to:

- Equality, diversity, and inclusion
- Safeguarding
- Professional conduct
- Behaviour management
- Inclusive communication
- Supporting children with additional needs

Staff are expected to maintain professional awareness and contribute positively to an inclusive culture.

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## 13. Monitoring, Review and Governance

Solar Squad Science will monitor and review inclusive practice in order to support continuous improvement.

This may include:

- Reviewing complaints or incidents relating to discrimination
- Reviewing accessibility and participation barriers
- Gathering feedback from providers and families
- Reviewing policies and procedures
- Identifying training or operational improvements

Where appropriate, inclusion practices may be reviewed annually as part of organisational quality assurance processes.

## 14. Related Policies

This policy should be read alongside:

- Safeguarding & Child Protection Policy
- Behaviour Management Policy
- Health & Safety Policy
- Staff Code of Conduct
- Complaints Policy
- Data Protection & GDPR Policy
- Whistleblowing Policy

# Equality, Diversity and Inclusion Policy



## 15. Review of Policy

This policy will be reviewed annually or sooner where necessary to reflect:

- significant incidents or complaints
- legislative or safeguarding updates
- operational or organisational changes

Solar Squad Science is committed to continuously improving equality, inclusion, accessibility, and safeguarding practice.

## Contact Information

### General Enquiries

- Email: [hello@solarsquadscience.co.uk](mailto:hello@solarsquadscience.co.uk)

### Designated Safeguarding Lead (DSL)

- Email: [kamron@solarsquadscience.co.uk](mailto:kamron@solarsquadscience.co.uk)
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