



Perfect Aim Archery Ltd Equalities Policy

At Perfect Aim Archery Ltd we will take all reasonable measures to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including clients with additional needs.

To achieve our objective of creating an environment free from discrimination and welcoming to all, we will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each person is valued as an individual without racial or gender stereotyping.
- Not discriminate against anyone on the grounds of disability, sexual orientation, class, family status, HIV/Aids status or other protected characteristic.
- Ensure that our recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, and through our staff modelling anti-discriminatory behaviour at all times.

Harassment

Perfect Aim Archery will not tolerate any form of racial or discriminatory harassment on any basis. We will challenge racist and discriminatory remarks, attitudes and behaviour from children, adults and staff and from any other adults attending sessions (eg parents/carers collecting children).

Promoting equal opportunities

The Director is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Clients with additional needs

Perfect Aim Archery Ltd recognises that some clients have additional needs or disabilities that require particular support and assistance. We will assess the individual needs of each adult or child (in consultation with their parents), prior to their attending any session, and will make reasonable adjustments where possible and reasonable.

This policy was adopted by: Perfect Aim Archery	Date: 04.03.26
To be reviewed: 04.03.27	<i>Carlie Maddren</i> Signed

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2024): Safeguarding and Welfare requirements: SEND [3.62]*, Information for parents and carers [3.83].