NETTY'S FITNESS FUN

Equality, Inclusion & Behaviour Policy

Policy owner	Netty's Fitness Fun
Policy date	September 2026 | Review date: September 2027

1. Purpose

Netty's Fitness Fun is committed to providing a welcoming, inclusive and positive environment where every child can enjoy being active, feel respected and take part safely.

This policy sets out our approach to equality, inclusion and behaviour for children attending Netty's Fitness Fun sessions. It supports the principles already set out in our Safeguarding Children Policy and Child Protection Policy.

2. Equality and inclusion

Every child has the right to be treated fairly, respectfully and with dignity. Netty's Fitness Fun welcomes children regardless of ability, disability, sex, background, culture, appearance or individual circumstances.

We will aim to remove unnecessary barriers to participation and will not tolerate bullying, harassment, discrimination or exclusionary behaviour.

3. Inclusive participation

Activities will be planned with the needs and abilities of children aged 6–11 in mind. Where reasonably possible, activities may be adapted so that children with different abilities, confidence levels or additional needs can participate safely and successfully.

Children will be encouraged to have a go and develop at their own pace. They will not be embarrassed, singled out or pressured to perform beyond what is appropriate for them.

4. Additional needs and reasonable adjustments

Parents/carers are encouraged to tell Netty's Fitness Fun about any disability, additional need, medical information or other circumstance that may affect their child's participation.

Where reasonably possible, suitable adjustments will be considered. This may include adapting an activity, changing equipment, allowing additional explanation or rest, or providing an alternative way to take part.

Any adjustment must also take account of the safety of the individual child and the wider group.

5. Behaviour expectations

Children attending Netty's Fitness Fun are expected to:

• Treat other children and adults with kindness and respect.

• Listen to safety instructions and follow reasonable directions.
• Use equipment appropriately.
• Respect other children's personal space and belongings.
• Avoid bullying, intimidation, discriminatory language or deliberately unkind behaviour.
• Avoid behaviour that could deliberately put themselves or another person at risk.
• Help create a friendly environment where everyone can enjoy taking part.

6. Positive behaviour approach

Netty's Fitness Fun will encourage positive behaviour through clear instructions, praise, encouragement, appropriate boundaries and activities suited to the age of the group.

Where behaviour becomes disruptive or unsafe, the session leader will respond calmly and proportionately. Wherever appropriate, the child will be reminded of the expected behaviour and given an opportunity to rejoin the activity positively.

7. Unsafe or persistent behaviour

If a child's behaviour creates a safety concern or significantly disrupts the session, the session leader may:
• Pause the child's participation in an activity.
• Move the child to a safer space within the supervised session area.
• Adapt the activity where appropriate.
• Speak with the child calmly about what is expected.
• Discuss concerns with the parent/carer.

If serious or persistent behaviour means that the safety or wellbeing of the child, other children or adults cannot reasonably be maintained, Netty's Fitness Fun may ask the parent/carer to collect the child or discuss whether future attendance requires additional arrangements.

Any safeguarding concern arising from behaviour will be dealt with under the Safeguarding Children Policy and Child Protection Policy.

8. Bullying and discriminatory behaviour

Bullying, harassment and discriminatory behaviour will be taken seriously. This includes verbal, physical or social behaviour that deliberately hurts, intimidates, excludes or targets another child.

Concerns will be addressed promptly and appropriately. Parents/carers may be contacted where necessary, and significant concerns will be recorded. Where behaviour raises a safeguarding concern, safeguarding procedures will be followed.

9. Working with parents and carers

Netty's Fitness Fun aims to work constructively with parents/carers to support children's participation and wellbeing.

Parents/carers should provide relevant information that may help us support their child and should inform us if circumstances change. Where concerns arise, we will aim to discuss them respectfully and focus on practical steps that support the child and the safety of the group.

10. Review

This policy will be reviewed annually or sooner if there are changes to the activities provided, relevant guidance, the needs of the children attending, or following a significant incident.

Signed: _____

Name: A. Copeman-Lamoureux

Date: September 2026 **Next review:** September 2027