



✉ superstarsportsuk@gmail.com 🌐 www.superstarsportsuk.com ☎ 023 8212 7331

EQUAL OPPORTUNITIES POLICY

Aims

1.1 Superstar aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2 Legislation and Guidance

2.1 This document meets the requirements under the following legislation:

- Public sector equality duty and public sector
- [The Equality Act 2010](#), which introduced the protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the equality duty [Act 2010 and schools](#).

3 Roles and Responsibilities

3.1 The Company Director will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the business, including to staff, children and parents, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Senior Leadership Team and Management.
- Ensure all staff have access to this document and work to achieve the objectives set out.

3.2 The Senior Leadership Team will:

- Monitor success in achieving the objectives and report back to the Company Director.
- Promote knowledge and understanding of the equality objectives amongst staff and children.

4 Eliminating Discrimination

4.1 Superstar Sports is aware of its obligations under the Equality Act 2010 and complies with non- discrimination provisions.

4.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

4.3 Staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

5 Advancing Equality of Opportunity

1. As set out in the DfE guidance on the Equality Act, Superstar Sports aims to advance equality of opportunity by:
 - Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. children with disabilities)
 - Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim children to pray at prescribed times)
 - Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all children to be involved in the full range of school clubs)

6 Fostering Good Relations

6.1 Superstar Sports aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures
- All children are encouraged to participate in all Superstar Sports activities. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7 Equality Considerations in Decision Making

7.1 Superstar Sports ensures it has due regard to equality considerations whenever significant decisions are made.

2. Superstar Sports always considers the impact of significant decisions on particular groups. For example, when occasion activities are being planned, Superstar Sports considers whether the activities:
 - Appropriate to any religious holiday being celebrated
 - Provide alternative activities not related to specific holidays (such as Christmas or Halloween)
 - Is accessible to children with disabilities
 - Is equivalent for boys and girls

8 Equality Objectives

8.1 Objective 1: To monitor and analyse children's attainment by race, gender and disability and act on any trends or patterns in the data that require additional support for children.

8.2 Objective 2: To reduce the incidence of prejudice related incidents in relation to the protected characteristics listed in the Equality Act 2010

8.3 Objective 3: To reduce prejudice and increase understanding of equality through planned activities

9 Monitoring Arrangements

The Company Director and SLT will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the Company Director at least every 4 years.

Date Reviewed: January 2026

Next Review: September 2026