




## Sun Play Therapy

# Equality, Inclusion & Diversity Policy

<b>Policy Last Reviewed:</b>	10 April 2026
<b>To Be Reviewed Next:</b>	10 April 2027
<b>Policy Approved By:</b>	Sevcan SUNGUR
<b>Name:</b>	Sevcan SUNGUR
<b>Role:</b>	Director
<b>Signed:</b>	
<b>Date:</b>	10/04/2026



## 1. Policy Statement

Sun Play Therapy is committed to providing a fully inclusive and welcoming environment for all children, young people, families, staff, freelancers, and partner organisations. We actively promote equality of opportunity, celebrate diversity, and aim to remove barriers to participation and engagement.

We believe that every individual—regardless of their background, identity, or needs—should be treated with dignity, fairness, and respect. Inclusion is at the heart of everything we do and embedded into our service delivery, organisational culture, and educational practice.

## 2. Legal Framework

This policy has been developed in accordance with the following UK legislation and guidance:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **SEND Code of Practice 2015**
- **Public Sector Equality Duty (PSED)**
- Local Authority safeguarding and inclusion frameworks

We also align with best practice guidance from organisations such as the **NSPCC**, **The Equality and Human Rights Commission**, and **Inclusive Schools Alliance**.

## 3. Scope

This policy applies to:

- All Sun Play Therapy activities and services
- Staff, freelance contractors, volunteers, trustees (if applicable)
- Children and young people engaged in our provision
- Families and members of the public interacting with our work
- Partner organisations, venues, and schools



## 4. Our Commitments

Sun Play Therapy commits to:

- Ensuring that **no individual or group is treated less favourably** on the grounds of:
  - Race or ethnicity
  - Gender or gender identity
  - Disability or neurodiversity
  - Sexual orientation
  - Religion or belief
  - Age or socio-economic background
  - Language or communication needs
- Creating environments that are physically, socially, and emotionally **inclusive and accessible**
- Challenging and reporting all forms of discrimination, harassment, or exclusion
- Embedding inclusive practice into session planning, resource selection, and communication approaches
- Promoting positive representations and diverse perspectives through our teaching and materials
- Making **reasonable adjustments** for children with additional needs or disabilities
- Ensuring equal access to training, development, and progression for staff and freelancers
- Reflecting on our own practice through regular training, feedback, and policy review

## 5. Inclusive Practice in Education & Therapy

We ensure inclusive practice by:

- Differentiating sessions based on individual learning needs
- Using visual, sensory and communication supports
- Providing space for self-regulation and choice-making
- Ensuring cultural relevance and identity-affirming materials
- Collaborating with families, carers, and professionals to meet EHCP outcomes and personal goals

## 6. Roles and Responsibilities

- All staff and freelancers are responsible for upholding this policy and promoting inclusion in every interaction. In addition, all staff and freelancers are required to complete Equality and Diversity certification as part of their induction process upon commencement of their role.
- **The Designated Inclusion Lead (if appointed)** will oversee training, review incidents, and monitor progress.



- **Senior leadership** will ensure the policy is implemented, embedded into strategy, and reviewed regularly.

## 7. Reporting and Concerns

If any individual experiences or witnesses discrimination, exclusion, or a breach of this policy, they should report it to:

- Their **line manager**, or
- The **Designated Safeguarding or Inclusion Lead**

Concerns will be treated seriously, investigated promptly, and followed by appropriate action in line with our safeguarding and whistleblowing policies.

## 8. Review and Monitoring

This policy will be:

- Reviewed **annually**, or sooner if required by law or due to emerging concerns
- Shared with all new staff and freelancers at induction
- Updated in consultation with staff and families to reflect best practice and community needs