

CLIFTON MOOR OUT OF SCHOOL CLUB



EQUAL OPPORTUNITIES AND DIVERSITY POLICY

3.80

We are committed to the principle that all people should be treated with equal concern and valued as individuals. We recognise that certain groups and individuals in our society continue to be discriminated against because of their race, colour, ethnic or national origin, gender, disability, marital status, sexuality, religion, language, culture, age, social class, political beliefs, employment status, personal circumstances or if they are HIV positive. Accordingly, we are strongly committed to positive action to remove and/or counter discrimination in all aspects of our work; in our practice as employers, in the way we work with other organisations, and in our work with children and families.

Our Commitment

Every employee is entitled to a working environment, which promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated. The commitment to equal opportunities in the club is good management practice and makes sound business sense. Breaches of the club's equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings. The policy is fully supported by the club's committee. As a service provider, we are committed in providing high quality childcare that is assessable to all.

Aim

1. It is our intention to make our club genuinely accessible to children from all sections of the local community. (Please refer to our Admissions Policy for further information).
2. Provide a secure environment in which all children can flourish and in which all contributions are valued.
3. Provide positive non-stereotyping information about different ethnic groups and people with disabilities.
4. Improve our knowledge and understanding of issues of equality and diversity.
5. Make inclusion a thread that runs through all the activities in the club.

The legal framework of this policy is:

Children's Act 1989

Children's Act 2006

Special Educational Needs and Disability Act 2001

Children

Children using the club will have equal opportunities to reach their full potential and to participate in activities. We will respect different religions and cultural beliefs and will promote an understanding of different cultures. Activities and resources will be used which are anti-discriminatory, contain images of all groups and avoid stereotyping. Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special needs

1. We recognise the wide range of special needs of children and families in the community, and will endeavour to meet these needs. We will ensure that the activities, equipment and physical layout of space provide an environment suitable, as far as possible, for all children.
2. Where a child with additional needs wishes to attend our club we will make all reasonable adjustments to enable them to take full part in the activities of the club. Provision for children with special needs will be made in full consultation with the family.

Employment

Employment procedures will be kept under review to ensure that individuals are appointed and promoted solely on the basis of skills, knowledge and abilities, which are appropriate to the job. It is our intention to ensure that the talents and resources of members of staff are utilised to the full, and that no member of staff or job applicant receives less favourable treatment or is disadvantaged by unreasonable conditions or requirements. We will make all reasonable endeavours to ensure equal opportunities for disabled people by encouraging job applications, and service user applications, and by providing appropriate facilities for staff and users wherever possible. We will aim to eliminate all employment and service practices, which prevent equality of opportunity. All posts offered are subject to references and DBS checks.

Training

We seek out training opportunities for the staff and volunteers to enable them to develop practises, which enable children to flourish.

We review our practises to ensure that we are fully implementing our policy for equality and diversity.

In Practice this will mean that:

1. The Club will consider equal opportunities in all areas of our service and work.

2. We are committed to positive action to remove/counter discrimination in all aspects of our work in our practice as employers, in the way we work with others and in our work with children and their families.
3. We will strive to make the premises as accessible as possible and welcoming to all members of the community.
4. Any information held about staff, children and their families will be treated in confidence, held in security and only used for the purpose of the individual's well being. Such information will be destroyed when no longer needed.
5. No child will be excluded from the Club due to any form of discrimination
6. All children will have equal access to the activities on offer. Activities and resources will promote positive, anti-discriminatory values.
7. All children will be offered play opportunities suitable to their needs.
8. All children and adults will be listened to and their opinions respected.
9. As an Equal Opportunities Employer, it is the intention to ensure that the talents and resources of members of staff are utilised to the full, and that no member of staff, or job applicant, receives less favourable treatment on grounds of disability, gender, marital status, sexuality, race, nationality, ethnic origin, religious belief or age. Equally no person applying to use, or using, the Club will receive less favourable treatment on these grounds.
10. We will recognise our legal obligations under the Equal Pay Act, the Sex Discrimination Act, the Disabled Person's Employment Act and the Race Relations Act, asylum and immigrant policy. We have insurance and access to legal advice.
11. This policy statement will be distributed to all management and staff and they are expected to comply with this policy at all times.

Valuing Diversity in Families

1. We welcome the diversity of family life and work with all families.
2. We encourage children to contribute stories of their everyday life into the club.
3. We encourage parents/carers to take part in the life of the club and to contribute fully.
4. For families who have a first language other than English, we value the contribution of their culture and language offer.
5. We offer a flexible payment system for families of differing means.

Food

1. We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met and this is recorded on their registration form.
2. We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Meetings

1. Meetings are arranged to try and accommodated everyone being able to attend.
2. Information about meetings is communicated in a variety of ways - written, verbal and in translation (when requested) - to ensure that all parents have information about access to the meetings.

Please see our SEN, mission statement and Admissions policy.

Amendments are in RED at the last review date.

NO RED means no amendments at review date.

Signed on behalf of CMOOSC byPrint name.....

Position held.....Date.....next review
nov25.....