



EQUAL OPPORTUNITIES POLICY

Our policy is to respect both the spirit and the letter of the laws regarding equality of opportunity for employees, children and their families. Discrimination based on colour, religion, culture, origin, sex or ability is unacceptable within the management and operations of the Club.

Members of the Management Committee, employees, children and their families will strive to create a sympathetic, caring and pleasurable external and intrinsic environment.

Staff will be obliged to practice an equal opportunities philosophy, committed to emphasising the common elements of our multi-cultural and racial society, rather than focusing on areas of controversy.

The primary goal of the Club is to provide all of our children; whatever their sex, colour, religion, culture, origin or ability the opportunity to develop and relax within a safe and happy environment.

Objectives

Admission: The Club will not allow sex, colour, race, ability to pay, disability or ability to be used as a criteria for admission of the service user.

Employment: Our objective is to encourage applications from all sectors of the community, selecting appropriate individuals on their professional and occupational merits, without bias to race, religion, culture, origin, age, or sex. All employees will be encouraged to develop their potential skills and abilities within the framework of the Club.

Registration: Children's' names will be documented accurately in age or alphabetical order with attention being paid to correct pronunciation. Employees and children will be encouraged to accept and respect names from other races and cultures.

Play scheme Curriculum: Every child and their family will have access to the play scheme curriculum. All children will be given the opportunity and choice to assist with planning and participation in Club activities regardless of sex, colour, ability, age or culture. Every effort will be made by staff, children, parents and members of the management team to provide children with an equal opportunity to enter into the fun without fear of ridicule, discouragement or discrimination via placing "labels" on activities or abilities - e.g. you are too short, this is a girl's toy, football is a boy's game. Variety will be evident in the stories and information offered to children. Children will be given accurate information about similarities and differences between cultural groups.



Discrimination - Children: Every kind of discrimination by an individual within the Club is to be treated seriously. A careful record must be kept of such occurrences, whether they take place in the Club facility or on the playground. It should be made very clear that such behaviour is unacceptable. If there are subsequent occurrences, whether they take place in the Club facility or on the playground, the Committee must be informed and consideration given to involving the parents.

Racist slogans, badges or emblems on clothing and bags are forbidden in the framework of the Club.

Discrimination - Staff: In order to understand the heritage and experience of ethnic minority pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused and may continue to sustain racism. Close liaison with families is beneficial to all concerned. All staff should be aware of possible racial and cultural assumptions and bias within their own attitudes.

It is the responsibility of the management team, employees at all levels, children and their families to implement this policy and to ensure that behaviour is consistent with this policy.

Reviewed October 2017

Signed

(Club Manager)