

HOLIDAY CLUBS EQUAL OPPORTUNITIES POLICY

We believe everyone is unique in terms of characteristics, interests, abilities, motivation and learning needs. All children, including those with diverse needs, have the right to learn and play together and we will support every child's needs and praise and encourage every child's unique abilities. We will ensure every staff member and parent/carer is given the same opportunity as everyone else and that all are treated similarly.

Fort Royal School will, in accordance with the Admissions Policy, ensure that the clubs are open and accessible to all. We are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination.

Staff will take positive action in removing or helping to overcome barriers so that all children can participate. Activities will be provided that are flexible and adaptable, with specialised play equipment being purchased to provide a wide variety of activities, allowing a choice of activities for the children.

Staff will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability. Staff and volunteers will act as positive role models to children by displaying and promoting tolerant and respectful behaviour.

Staff will participate in appropriate training prior to the club to enhance their skills, and aid their professional development. Staff will treat all children and their parents/carers with equal concern and value. All children will be observed, prior to the start of the club, to identify their individual needs and to plan activities in accordance with their stage of development. Social Workers and parents will also be involved, sharing their experience and expertise.

In accordance with the Disability Discrimination Act (1995) and the SEN and Disability Act (2001) the setting will:

§ Not treat a disabled child 'less favourably'

§ Will make anticipatory & reasonable adjustments for disabled children

The School is committed to implementing the Equal Opportunity Policy and staff will review it annually. Diversity within the club is of enormous advantage, ensuring that talent and potential is properly identified and developed.

Diversity

Equal opportunities and ensuring a diverse club is important for all, not just because there are laws about it but because it is of enormous benefit to the children as talent and potential are distributed across the population.

The benefits include:

- ensuring our staff really does represent the community we serve,
- being able to attract and keep the very best staff,
- improving staff morale and productivity,
- avoiding losing good staff,
- avoiding under-using and under-valuing able staff,
- managing all staff better,
- helping to develop good practice.

The Law for Employers

It is unlawful to discriminate because of someone's sex, sexual orientation, marital status, gender reassignment, race, colour, nationality, ethnic origin, and religion or because of a disability (including mental illness). It is also unlawful to discriminate because of pregnancy, childbirth, or maternity leave,

because a person is a member or non-member of a trade union or because they are part-time workers or on a fixed term contract. In addition from October 2006 it has been unlawful to discriminate on the grounds of age.

We recognise that many people experience discrimination. Discrimination is acting unfairly against a group or individual through e.g. exclusion, verbal comment, denigration, harassment, victimisation, and a failure to appreciate needs or the assumption of such needs without consultation.

The School aims to create a culture that respects and values each others' differences, promotes dignity, equality and diversity, and encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

The School is fully committed to the active promotion of equality of opportunity for all children, families, staff and volunteers in the club. The policy is intended to provide and maintain equality of opportunity for all children, parents/carers, staff and volunteers, and will reflect the needs of members and future members of the club. We will:

- ensure that everyone in the community has access to information about the playscheme.
- that it's services are open and available to all parents/carers and children in the local community with children and/or teenagers with disabilities/special needs.
- treat all children and their parents/carers with equal concern and value.
- encourage the involvement of parents/carers by making them welcome and by respecting the differences in families, their language and culture and by encouraging them to contribute in whatever way they can.
- Ensure that all children are respected and their individuality and potential recognised, valued and nurtured.
- The children will be offered activities to give them the opportunity to explore acknowledge and value similarities and differences between themselves and others. Any discriminatory remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour.
- Ensure that books, posters and all resources will be checked regularly to ensure they positively and accurately reflect society.
- ensure that the club's recruitment policies and procedures are open, fair and non-discriminatory.
- endeavour to recruit a staff team that reflects the make-up of the playscheme's local community.
- All staff members and volunteers will have access to the same training opportunities.
- ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
- will support and encourage staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the staff disciplinary procedures.
- The ensure equal opportunities, all activities will be monitored, reviewed and evaluated, through team meetings, written evaluation forms, circle time, photographs, emotions corners and other evaluation methods leaders impose.