



EQUAL OPPORTUNITIES POLICY

Our Club is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The Club's equal opportunities procedures aim to help everyone involved in our Club to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all. We believe that the clubs activities should be open to all children and their families regardless of, race, gender, religion, ethnic origin, nationality, sexuality, disability, age or social class, and all adults are to be committed to their welfare.

The Club aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The Club 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.

The Club recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the Club will both welcome and encourage parents/carers to comment on the effectiveness of its policies and procedures.

Equal Opportunities Procedures:

To realise the Club's objectives of creating an environment free from discrimination and welcoming to all, the Club will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Club's services.
- Treat all parents/carers and children with equal concern and value.
- Have a regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Club's programme of activities.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- 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 Club's local community.
- Ensure that all members of staff are aware of, and understand the Equal opportunities policy as it relates to all aspects of its work.
- Encourage and support 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 as set out in the Staff Discriminatory procedures, the Behaviour Management, and Dealing with Racial Harassment policies.
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary policy.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 2005, the Human Rights Act 1998 and the Race Relations (amendment) Act

2000.

The Manager will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receives the appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

All the Club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to Equal Opportunities.

EMPLOYMENT:

- ☺ Creative Kidz will endeavour to appoint the best person for each job and all candidates will be treated fairly regardless of, race, gender, religion, ethnicity, nationality, sexual orientation, disability, class, culture or language.
- ☺ Commitment to implement the club's Equal opportunities policy will form part of the job description for all employees.
- ☺ 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.
- ☺ Breaches of Creative Kidz Equal Opportunities policy will be regarded as misconduct and could lead to disciplinary procedures.

FESTIVALS:

- ☺ Our aim is to show respectful awareness of all major events in the lives of our children and families of the club and in our society as a whole, and welcome the diversity of backgrounds from which they come.
- ☺ In order to achieve this we aim to acknowledge all the festivals, which are celebrated in our area and/or by the families involved in Creative Kidz.
- ☺ Without indoctrination in any specific faith, children will be made aware of the festivals, which are celebrated by their own families and those of others.
- ☺ Before introducing a festival with which the staff are not themselves familiar, appropriate advice will be sought from people to whom that festival is familiar and the families involved will be invited to share their festivals with the group, if they wish to do so.
- ☺ Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and the special food and clothing they involve as part of the Diversity of life.

THE CURRICULUM:

- ☺ All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to the children to explore, acknowledge and value similarities and differences between themselves and others.

RESOURCES:

- ☺ These will be chosen to give the children a balanced view of the world and an appreciation of the diversity of our multi-cultural society.

SPECIAL NEEDS:

- ☺ Creative Kidz recognises the wide range of special needs of children and families in our community, and will consider what part it can play in meeting these needs.

LANGUAGE:

- ☺ Information, written and spoken will be clearly communicated in as many languages as necessary and known to the staff.
- ☺ Bilingual/multilingual children/adults are an asset. They will be valued and their languages recognised and respected by all involved with Creative Kidz.

FOOD :

- ☺ All Medical, cultural and dietary needs will be met.

Relates to EYFS Theme A unique child,
Principle 1.2 Inclusive Practice

Relates to EYFS Theme Positive relationship,
Principle 2.1 Respecting Each Other

Relates to EYFS Theme :Enabling environments
Principle 3.2 Supporting Every Child

Relates to Theme: Learning and Development
Principle 4.1 Play and Exploration
Principle 4.3 Creativity and Critical Thinking

9th June 2009