

EQUAL OPPORTUNITIES POLICY

Statement Of Intent

Ashton Gate Out Of School Care (AGOSC) is committed to promoting equality of opportunity for all users, parents, children, employees, volunteers and Management Committee members.

We believe that all children have the right to play and the responsibility to look after ourselves and each other. We will include everyone in play and provide for individual access needs. (Statement written with the children at AGOSC)

Our aim is that people will not be treated differently or less fairly because of:

- Whether they are disabled
- Their gender
- Their marital status
- Their sexuality
- Their age
- Their race
- Their nationality
- Their religious beliefs
- The colour of their skin
- Their culture
- Their social background

AGOSC accepts the Race Relations Act of 1976, the Sex Discrimination Act of 1975, and the Disability Discrimination Act of 1995 and the Equality Act 2010 and is committed to opposing all forms of discrimination faced by oppressed groups in society.

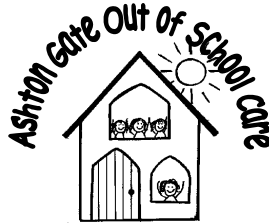
Admissions and Membership

We recognise that many different types of family successfully love and care for children. The setting is open to every family in the community. The setting operates a priority system and this is outlined in the admissions policy and procedure.

See also Admissions Policy and Registration Procedure.

Management

We recognise that the Management Committee should reflect the make up of the community that it serves and every effort will be made to redress any imbalance or exclusion. The time and place of meetings of the management group will ensure that all families will have the opportunity to contribute and be involved in the running of the setting. It is a condition of membership of the committee and recruitment of employees (both paid and voluntary) to follow the principles outlined in this policy.



Information

We will give general information on our activities to all potential users and interested parties. We will provide translations into relevant languages, large print or Braille where appropriate. We will use jargon free, clear and understandable language. We will use a translator where appropriate. We will advertise for staff and management committee members using a mix of methods and using minority and mainstream press. We will provide a termly newsletter to parents/carers and potential users.

Activities

We will provide a multi-cultural programme of activities for children which reflects the broad diversity of cultures, languages and celebrations of people in our society. We will make use of resources and materials which reflect this diversity and we will provide positive images of all people and life styles. All children will be encouraged to take part in all activities on offer.

Cultural Diversity

In compliance with the Race Relations Act and Equality Act 2010 AGOSC wishes to:

- Eliminate racial discrimination
- Promote equality of opportunity and good relations between persons of different racial groups.

AGOSC staff will value linguistic diversity and provide opportunities for children to develop and use their language in their play and learning. AGOSC will also provide a range of meaningful contexts in which children have opportunities to develop English language.

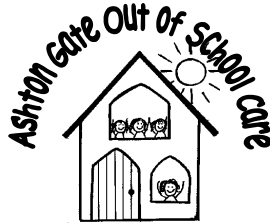
Whilst linguistic diversity is valued our employees have a sufficient grasp of English to ensure the well-being of children in our care e.g. to summon emergency help, keep records etc.

Procedures

The Management Committee has agreed on a position that is against all manifestations of racial prejudice and discrimination. The statement and agreed procedures must be made known to children, parents/carers, staff and volunteers.

All incidents will be taken seriously and investigated with the same urgency as other offences. All incidents other than those of a very minor nature will be reported to the Management Committee via the Play Centre Manager.

The context in which the racial abuse occurs will influence the Club's response – which will range from gentle correction and explanation, in the case of a young child parroting a word used by others, to disciplinary procedures in the case of repeated and deliberate abuse.



In most cases a letter should be sent from the Chairperson to the parents/carers of all children concerned (abuser and abused) explaining what happened, the action taken and the reason behind such action.

Disability

The Disability Discrimination Act of 1995 and the Equality Act 2010 states it is unlawful to discriminate based on disability.

All people, including the disabled, have a right to participate fully in society. Among these rights are:

- A right to training and employment without prejudice or stereotyping
- A right of equal access to community activities and facilities
- The right to a barrier free environment.

As tenants, AGOSC supports Ashton Gate Primary School in its aim to improve physical access for disabled adults and children.

We accept the social model of disability and will strive to redress the disabling elements within our society and within its own organisation and practise. We will make every effort to meet the needs of disabled children and parents/carers and to ensure they are welcomed and valued. We recognise that this will be achieved, not only through the provision of physical access, but by the attitude of management, staff and users of the service.

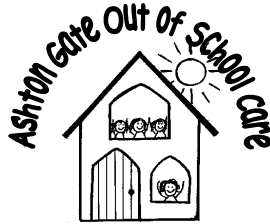
Inclusion

Being aware of children's special educational needs, we aim to offer support and take appropriate action in order that children are able to make full use of our services and gain the maximum benefit from their experiences. We will safeguard and promote the welfare and development of each child in partnership with their parents/carers and other relevant agencies. We believe that the inclusion of children with Special Educational Needs is beneficial to all children who attend, promoting their social development and raising awareness.

Our means of reaching this are; by gathering accurate information at registration, making and maintaining contact with relevant agencies, ensuring the play environment is appropriate to the age and stage of all children and by providing staff with appropriate training. The club runs a Key Person scheme for all children who attend.

The Play Centre Manager is the Special Educational Needs Coordinator (SENCo) and will take responsibility for:

- Inclusive practice within our setting
- Appropriate support for disabled children



- Appropriate support for children who have additional needs or a Statement of Education Needs
- Linking with the school SENCO, Name: _____

Harrasment

We will not tolerate incidents of harassment or abuse and will address any complaint or occurrence of harassment or abuse promptly.

We will deal with incidents sensitively, with a view to; supporting the victim, informing the perpetrators to help them overcome their prejudice and understand the effect of their behaviour.

We will not tolerate any harassment through behaviour or language and will invoke disciplinary measures for staff, management and children. In the case of parents, persistent behaviour of this nature will result in the individuals concerned being removed from the premises and prevented from returning until the Management Committee has received written assurance that they will comply with this policy. All staff will be familiar with the policy and this will be included in their induction training. All incidents of harassment or abuse of this nature will be recorded as an incident.

Gender

The Sex Discrimination Act 1975 makes sex discrimination unlawful in employment, training and education. It is UNLAWFUL to:

- Exclude children from the club solely on the grounds of gender
- Exclude children from other benefits, facilities, or services provided by the club, solely on the grounds of gender
- Discriminate on the grounds of gender in the appointment and promotion of staff.

AGOSC intends to carry out its' activities in compliance with the above requirements.

It is the policy of AGOSC to carefully consider gender, and all other forms of, stereotyping in its activities, for example in the production of:

- Play activities
- Wall posters, displays and toys
- Play areas where children can develop their own roles
- Books which represent non-discriminatory gender roles

Recruitment and Employment

We will recruit and employ people on an equal basis and ensure that no applicant or employee is excluded or unfairly treated on the grounds of age, sex, sexuality, family status, means, disability, race, ethnic origin, culture, religion or belief.

See also Staffing, Recruitment and Employment Policy.