



DEBS OUT OF SCHOOL CLUBS

EQUAL OPPORTUNITIES POLICY

Debs Out of School Clubs recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, material status, age, social class, religious belief, sexual orientation, employment status and if they are HIV positive.

Debs Out of School Clubs work to ensure that all children are treated with equal concern and respect that no person receives less favorable treatment. We are strongly 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 other organisations, and in all our work with children, families and others.

We aim to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We work to ensure that our expectations, attitudes and practices do not prevent any child from reaching their full potential.

This policy aims to challenge discrimination in all areas of our organisation, including employment, training and admission to the club, access to resources and activities and facilities available. We aim to ensure that the club reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work.

We aim to make sure that:

- Both the manager and the staff will try to ensure that their services they provide are accessible to everyone.
- This policy will be actively promoted through our decision making, employment practices, its effectiveness in line with changes in legislation and guidance.
- All aspects of our club aim to reflect the diversity found within society.

Our Equal Opportunities Policy is produced and followed to meet the National Minimum Standards by the Responsible Individual and the Person in Charge ensuring that:

- Equality of Opportunity and Anti-Discriminatory practice is promoted in our club
- Our policy is regularly reviewed and remains consistent with current legislation and guidance
- All staff members and volunteers are aware of this policy and implement it in their practices
- All children and adults are treated with equal concern and respect

We encourage an anti-discriminatory and equal opportunities environment for children by:

- Providing children with toys and equipment that promote their cultural awareness and equal opportunities
- Having staff be positive role models for children
- Challenging discriminatory behavior and dealing with it in accordance with our Behaviour Management Policy
- Making the environment welcoming and inclusive for all
- Teaching children about individuality and how we are all different
- Helping children to understand their responsibilities to one another, for their environment and the community

- Providing children with activities that teaches them about various cultures and religions
- Creating an environment that is accessible for all
- Differentiating activities to meet individual needs
- Meeting special dietary requirements for children when providing snacks
- Listening to children's views and opinions to help determine how we run the club

Debs Out of School Clubs conforms to the Children's Act (2004) by recognising that all children should be respected and valued as individuals. We take care to treat each individual as a person in their own right with equal rights and responsibilities to any other individual, whether they be an adult or child. We are committed to giving every child the best opportunities to achieve the highest of standards. We do this by taking into account children's varied life experiences and needs. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that Debs Out of School Clubs promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.