

## **WOOLENWICK BLAST CLUB** **EQUAL OPPORTUNITIES POLICY**

Our Club is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

Our aim is to:

- Provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is accessible to all;
- Endeavour to include the needs of every child within the Club, taking into consideration safety, staff support level and funding requirements;
- Liaise with the school SENco, Family Liaison Officer and support staff so that a child's individual needs may be met;
- Promote understanding of equality and diversity working alongside families and children;
- To ensure our activities provide a positive reflection on inclusion of diversity and provide a non-stereotypical environment;
- Give our staff training opportunities to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish;
- Review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion;
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1995, the Human Rights Act 1998, the Race Relations 1976 and Race Relations Amendment Act 2000.

### **Equal Opportunities procedures**

The Club will:

- As part of our inclusive practice, celebrate a wide range of festivals providing and in-sight to worldwide culture;
- 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 children and their parents/carers with equal concern and value;
- Help all children celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and planning of activities;
- Ensure that posts are advertised and all applicants are judged against explicit and fair criteria;
- Endeavour to recruit a staff team that reflects the make-up of the Club's local community;
- Ensure that all members of staff read and understand the Equal Opportunities policy;
- Encourage and support staff to act as positive role models to children by promoting inclusive behaviour;
- Take action against any discriminatory behaviour by staff or parents. Distribution of racist material, name calling or threatening behaviour are unacceptable at the Club and will be dealt with in the strongest manner (Disciplinary procedure for staff);
- For families where English is not their language, we will develop means to ensure their full inclusion;
- Ensure the Equal Opportunities policy is consistent with current legislation and guidance;

All the Club's policies and procedures will be reviewed regularly and updated as necessary.

Signed by:.....  
CLUB MANAGER