



ST. BRIDGET'S SCHOOL

KID'S CLUB

(Acorns and After School Club)

SCHOOL BROW
BRIGHAM
COCKERMOUTH
CUMBRIA
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KIDS' CLUB

EQUAL OPPORTUNITIES POLICY

Acorn, Kids Club and Breakfast Club staff and committee members are committed to providing equality of opportunity for all children and their families and will work in accordance with all relevant legislation, including:

Sex Discrimination Act 1975
Race Relations Act 1976 and 2000 Amendment
Children Act 1989 and 2004 Guidance
Disability Discrimination Act 1995 (ref equality act 2010)
Human Rights Act 1998
Special Educational Needs & Disability Code Of Practice 2014
Equality Act 2010

We aim to ensure that all those who wish to work in, use or volunteer to help with the Clubs have an equal chance to do so. All adults and children will be encouraged to value and respect each other as individuals. Individuals needs will be treated with equal concern.

Policies and Procedures

Our policies and procedures will make equal opportunity issues explicit.

Admissions

Our booking procedure is designed to be as fair as possible to all the families who are eligible to make use of the limited number of places available. See admissions policy.

Inclusion

We will take all reasonable steps to facilitate the inclusion of children with special or additional needs. See the Inclusion Policy.

Employment

We will appoint the best person for each job and will treat all applications fairly. Commitment to implementing the Equal Opportunities Policy will be part of the job description of all workers.

Curriculum and Resources – inclusion of all children

- Children’s individuality will be recognised and valued. Children’s individual needs will be treated with equal concern. Staff will be aware of the importance of this and have strategies to ensure it happens (find out about children’s specific needs, develop self-esteem through praise and encouragement, discuss needs with parents, provide an appropriate range of toys and equipment... and know how to deal with any discriminatory remarks or behaviour).
- Activities and play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination. Materials will be chosen to help children develop self respect and respect for others by avoiding stereotypes and derogatory pictures or messages about any group of people.
- Activities, books, posters and displays will reflect a positive approach to the valuing of individual differences.
- Staff must be aware of different traditions, celebrations, cultural backgrounds, different family settings etc. and will recognise and respect them.
- Staff will encourage all children to participate fully in all activities.
- Staff providing care for children with special and additional needs will discuss thoroughly the child’s needs with parents/carers to ensure consistency of care. The clubs will make every effort to cater for specific needs and acquire appropriate resources if required.

Discriminatory Behaviour and Remarks

These will not be tolerated and considered as inappropriate and unacceptable in the Clubs and will be challenged readily in a mature and tactful manner. The response will aim to be sensitive to the feelings of any victims and to help those responsible to understand and overcome their prejudices.

Meetings

The time, place and conduct of the meetings will ensure that all families have an equal opportunity to be involved in the running of the Clubs.

Named Person

The Chairperson of the Management Committee is the named person with overall responsibility for equal opportunities. Any issues/concerns should be brought to the attention of the Chairperson, who can then act appropriately with the support of the rest of the Management Committee. The Club’s Manager will have day-to-day responsibility and all staff will be aware of equal opportunities in their practice.

Staff Training

Staff will be encouraged to attend Awareness Training where and when available.

Signed byL Hemingway.....Chairperson

DateMay 24To be reviewed May 27