

## **Equal opportunity Policy**

### **Policy statement**

Nether Green Junior After School Club is committed to the inclusion of Equal Opportunity provision in all areas of service delivery. We will ensure that the club is fully inclusive in meeting the needs of all children. Discrimination on the grounds of sex, race, religion, colour, creed, sexual orientation, marital status, ethnic origin or political belief will not be tolerated and each parent, child, visitor or employee will be treated with equal rights.

We aim to:

- provide a secure and accessible environment in which all children can access a wide variety of play opportunities and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and make inclusion a thread that runs through all the activities of the setting.
- We believe every child should be encouraged to develop and learn without prejudice and should be provided with information about cultures other than his or her own. To promote this, all play activities which we provide reflect non-racist and non-sexist attitudes.

### **Procedures**

If access to the setting is found to treat disabled children or adults less favourably, then we will make reasonable adjustments to accommodate the needs of disabled children and adults to the best of our ability.

Our setting is open to all members of the community. We ensure that we provide equality of opportunity for all children and families within the local community and we do so in several different ways:

- By celebrating a wide range of festivals;
- By creating an environment of mutual respect and tolerance;
- We help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- The play opportunities offered are inclusive and accessible;
- We ensure that children with English as an additional language can understand what play opportunities are offered and are supported with their language through resources and activities;
- We ensure that children speaking languages other than English are supported in the maintenance and development of their home languages.
- We welcome the diversity of family lifestyles and work with all families.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.
- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.

***Nethergreen Junior  
After School Club***

- We will pay for relevant training, when finances and time do not interfere.
- We provide a complaints procedure and a complaints summary record for parents to see.

**Legal framework**

- The Equality Act 2010
- Children Act 1989, 2004
- Special Educational Needs and Disability Act 2001 [SENDA]

This policy was adopted at a meeting of	<u>NGJASC</u>	name of setting
Held on	<u>Jan 2019</u>	(date)
Date to be reviewed	<u>Jan 2020</u>	(date)
Signed on behalf of the management committee		
Name of signatory	<u>Tammy Nelson</u>	
Role of signatory (e.g. chair/owner)	<u>Manager</u>	