

## **ABBOTS HALL OUT OF SCHOOL CLUB**

### **EQUAL OPPORTUNITIES**

Our aim is to create an environment where each child is motivated to develop as a whole person. The Out of School Club community involves staff, children and parents/carers working for the good of the individuals and the whole club. The Out of school Club offers a friendly, caring environment, which encourages children to reach their full potential.

1. The club will offer equal access to all children regardless of race, gender, religion, ethnicity or national origins or disability.
2. We recognise that each individual is different and has a cultural identity of their own; we aim to value these differences.
3. We aim to have a staff group which is representative of the make-up of local community within a framework of recruitment which aims to recruit the best person for the job. No applicant will be rejected on the grounds of age, gender, sexuality class, means, family status, disability, ethnic origin, religion or beliefs.
4. Admissions will be monitored to measure whether children who attend the club are representative of the local community. If they are not then we will consider why not and try to put in place measures, which would make the club more accessible to all local children who need the service.
5. We will ensure that people from all backgrounds, cultures and religions are valued and insist that all attitudes and behaviour that in any way contravenes this policy is challenged in a positive way.
6. Activities in the club will reflect the multi-cultural society in which we live.
7. Club policies will be reviewed regularly and parent's views will be sought in the review process. Please refer to Parent Partnership.
8. Bullying or Harassment will not be tolerated and procedures for complaint have been established. See Complaint procedure.
9. We aim to provide a service, which is accessible to all children who need it and recognise that some children have special needs and requirements. Provided we can attend to the needs of the child, while remaining within staff to child ratios we will be able to offer a place to the child and family. In the event of extra staff being required then the committee will investigate if any funding is available to help provide a place for the child with recruitment of an extra staff member.

Updated: May 2019