



# Equal Opportunities Policy

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Play Service

We are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone

This equal opportunities procedure aims to help everyone involved to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

We aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We will endeavor to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

We recognise that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers. As such; we will both welcome and encourage parents and carers to get involved in the club and to comment on the effectiveness of its policies and procedures.

## Equal Opportunities Procedures

To realise the objective of creating an environment free from discrimination and welcoming to all, we will:

- Ensure that race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing our services.
- Treat all children and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing a programme of activities.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that our recruitment policies and procedures are open, fair and non-discriminatory.
- Ensure that all members of play worker staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of our work.
- Encourage and support play workers to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory behaviour
- Treat seriously any Play workers found to be acting, or who have been acting, in a discriminatory way
- Work to fulfill all the legal requirements of the Equality Act 2010, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000

Whilst every effort has been made to ensure the accuracy of the information provided, The Out of School Development Team cannot accept responsibility or liability for any errors which may have occurred. This policy has been created as an **example only**. Providers must write their own policy specific to their setting.

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