

Equal Opportunities Policy

Discrimination can lead to the creation of an underclass in society formed of those from minority groups. This can lead to a lack of self-worth and many social problems for both individuals and communities. Firm Foundations is committed to promoting an understanding of the principles and practices of equality and justice. We aim to provide a welcoming and caring environment reflective of cultural and social diversity with the assistance of staff, children, parents and carers.

AIMS

Our aim is to equip the children with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

- Discrimination on the basis of colour, culture, origin, sex, religion or ability is not acceptable. This shall be emphasised through our inclusion policies and the behaviour of staff as positive role models.
- The primary objective of this club is to educate, develop and prepare all our children for life whatever their sex, colour, origin, culture or ability.
- The club's activities shall reflect an awareness of diversity and children shall be able to celebrate and express their cultural and religious identity through available resources and activities.
- The children, staff and the director will promote this aim by contributing towards a happy and caring environment and by showing respect for, and appreciation of one another as individuals.
- Indirect and direct discrimination in decision making, employment practices and service provision shall be constantly monitored and eliminated.

Managing equality in practice

1. Admission

Firm Foundations' Admission Policy does not permit sex, race, colour, culture, religion or ability to be used as criteria for admission. We shall aim to make our services open and available to all in the local community and ensure all children and parents/carers are treated with equal concern and value.

2. Registration

The children's names will be accurately recorded and correctly pronounced. The children will be encouraged to accept and respect names from other cultures.

3. Behaviour

We will endeavour to challenge offensive behaviour, language or attitudes regarding race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability. To aid this, staff will act as positive role models to children, displaying and promoting tolerant and respectful behaviour, language and attitudes. Children and staff alike will be challenged and, if necessary disciplined for discriminatory behaviour.

4. Discrimination

All forms of discrimination by any person within the Club's responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in the Club. The clubs recruitment policies shall be open, fair and non-discriminatory, appointment shall be based on strict professional criteria. All children, staff, parents and carers shall be treated with the same concern and value

5. Resources

The Club's aim is to provide for all the children according to their needs, irrespective of sex, ability, religion or ethnic origin. Appropriate opportunities will be developed according to the needs and abilities of individual children and ensure that delivery of the activities allows each child to gain a full experience whilst with us.

6. Monitoring

Regular opportunities shall be made to check the effectiveness of the equal opportunities policy including consultation with parents.

PROVISION FOR CHILDREN WITH ADDITIONAL NEEDS

The club is committed to the inclusion of all, including those with special needs and/or physical disabilities, whenever possible they shall have the same access to facilities, activities and play opportunities as other children in accordance with the Special Needs Policy.

Role of the Director

The Director will:

- ensure the equal opportunities policy is consistent with current legislation and guidance.
- be the Additional Needs Co-ordinator.
- ensure that adequate appropriate training is provided to staff.
- encourage the active involvement of parents to achieve the objectives of inclusion and equality.
- Make sure appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.
- ensure that as far as is reasonably practical all resources required are made available.
- liaise with external agencies as appropriate to support the meeting of the each child's needs, particularly advice and additional information or training.
- ensure that any additional needs are identified in new entrants.
- advise parents of any concerns.
- provide reports for external agencies as appropriate to support the meeting of each child's needs (in discussion with parents)
- regularly and accurately monitor and assess children's progress, recording it in appropriate confidential records.

All inclusion policies shall be reviewed regularly to ensure they are not in any way discriminatory or failing to meet our commitment to equal opportunities.

The Equal Opportunities Policy shall be reviewed annually. It may be necessary for further reviews if the policy is ever brought into question either by an individual or a particular incident.