

HIGH DOWN AFTER SCHOOL CLUB
Down Road, Portishead, BS20 6DY

EQUAL OPPORTUNITIES & INCLUSION POLICY

High Down After School Club ensures that our service is fully inclusive in meeting the needs of all children and their families. We ensure every child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability.

We designate a member of staff to be Special Educational Needs (SENCO) and give his/her name to parents. Our SENCO is the Club Manager (Linda Croshaw).

The Breakfast and After School Clubs are open to all children from High Down Junior School and High Down Infant School in accordance with the criteria laid down in the Admissions Policy. Children from other schools will be accepted, dependant on the availability of places. The Holiday Club is open to families whose children attend other schools. We welcome the diversity of family lifestyles and work with all families. We work in partnership with parents to ensure that medical, cultural and dietary needs of children are met. We encourage parents/carers to take part in the life of the setting and to contribute fully. All families have equal opportunity to be involved in the running of the club by discussion with staff.

High Down After School Club, provides a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued. All children are supported to reach their full potential.

All children, irrespective of their needs are encouraged wherever possible to participate in all activities. We aim to provide for the developmental needs of each child in the group.

All the children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.

Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. These will reflect a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group or people.

Discriminatory behaviour and remarks are unacceptable in the club. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

We will work closely with the parents and families of all the children to ensure that –

- All children are valued and supported, irrespective of their gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion, belief or educational needs.
- The group draws upon the knowledge and expertise of the parents/carers in the planning provision for the child.
- The child's progress and achievements are shared and discussed with parents/carers on a regular basis. This may be useful to highlight areas that may need further investigation by professional bodies.
- Parents/carers are aware that the club is striving to provide the best opportunities for their children, which includes a balanced and broad based range of activities.

If a child's needs cannot be met without additional personnel and/or equipment, then the club is prepared to seek funding to ensure that the provision is met.

The club will work in liaison with relevant professionals and agencies outside the club to meet specific needs. This will include forging links with external support services, including the local authority, voluntary organisations and using modern resources, with parental involvement and permission. Where appropriate, we ask parents to contact the Disabled Children's Team, requesting a Buddy to support the child/ren during the time they are at the club.

We aim to ensure that all who wish to work in, or volunteer to help with, our club has an equal chance to do so.

The club will treat fairly all applications for jobs. No applicant will be excluded on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

The club will appoint the best person for each job subject to references and checks by the Disclosure and Barring Service.

All staff are expected to co-operate with the implementation, monitoring and improvement of all policies. All staff are expected to challenge language, actions, behaviours and attitudes, which are oppressive or discriminatory.

The company recognises the importance of training as a key factor in the implementation of an effective Equal Opportunities and Inclusion Policy, and will strive towards the provision of relevant training for all staff.

To ensure our policy and procedures remain effective we will monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.

The legal framework for this policy is:

- Children's Act 1989, 2004
- Disability Discrimination Act 1995, 2005
- The Equality Act 2006
- Special Educational Needs and Disability Act 2001

- Sex Discrimination Act 1976, 1986
- Race Relations Act 1976, 2000

Reviewed – May 2017