

St. Bernard's Extra



Victoria Park Avenue, Lea, Preston. PR2 1RP

"Before & After" School Club

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Ofsted 119449

EQUAL OPPORTUNITIES POLICY

St Bernard's Extra is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination.

Rationale and Aims:

Through consistent application of this policy, the Directors of the Club seek to provide equality of access and employment for children, families and employees.

The Club works in accordance with all relevant legislation including:

- Disabled Persons Act
- Race Relations Act
- Race Relations (Amendment) 2000
- Sex Discrimination Act
- Children's Act
- Disability Discrimination Act
- Equality Act 2010

The Company believes that the group's activities should be open to all children and families, and to all adults committed to their welfare. It aims to ensure that all those who wish to work in, or volunteer to help with the Club, should have a chance to do so. The Directors and staff firmly believe in and uphold the Club's Inclusion Statement. To realise the Club's objectives of creating an environment free from discrimination and welcoming to all, the Club will:

- Ensure that its services are open and available to all parents/carers and children
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language and disability do not inhibit a child from accessing the Club's services
- Treat all children and their parents/carers with equal concern and value
- Have regard for promoting, understanding, respecting and being aware of diversity and equal opportunities issues in planning and implementing the Club's 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 the Club's recruitment policies and procedures are open, fair and non-discriminatory
- Endeavour to recruit a staff team that reflects the make-up of the Club's local community
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incidents, according to the provisions set out in the Staff Disciplinary Procedures and the Behaviour Management policies
- Treat seriously any member of staff found to be acting, or to have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy

Admissions

A separate Admission policy and procedures are available. All families joining the Club are made aware of this policy.

Employment

The Directors will appoint the best person for each job following the guidelines laid out in the Staffing Policy and following recruitment policies. Commitment to implementing the Club's Equal Opportunities policy will form part of any advertisement for recruitment.

Festivals

The Club aim to show respectful awareness of all the major events in the lives of the children and families associated within and in our society as a whole. The diversity of backgrounds from which children come will be welcomed.

In order to achieve this, the Club will aim to acknowledge all the festivals that are celebrated in our area and/or by the families with children who attend the Club:

- Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated by their own families or others, and will be introduced to the stories behind the festivals
- Children who celebrate festivals at home, with which the rest of the Club are not familiar will be invited to share their festival with the rest of the Club if they wish to do so

Activities

Across a week, the activities will include some led by adults and time for pupils to relax and make use of the resources available within the Club in an atmosphere free from prejudice and discrimination.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity our multi-cultural society.

Special Needs

A separate Special Needs policy is available.

Discriminatory behaviour or remarks

These are unacceptable within the Club and the response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to overcome their prejudices.

Language

Information, written or spoken will be communicated in as many languages as necessary. Bi-lingual or multilingual children are seen as an asset. They will be valued and their languages recognised and respected in the Club.

Food and Drink

Medical, cultural and dietary needs will be met. The Club operates a Food & Drink Policy.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Club and being part of the Company.