



Inclusion and Equal Opportunities Policy and Procedure

Last Review: 30/11/2016

Review date: 30/11/2017

Coral Cove Out of School Club believe that their activities should be open to all children. We aim to ensure that all adults who wish to work at our setting have an equal opportunity to do so. We recognise and welcome legislation including the Equality Act 2010, and existing codes of practice for the promotion of equal opportunities. It is our aim to recognise and respect the different racial origins, cultures and languages of young children in a multicultural society, so that each child or adult is valued as an individual, without racial, gender or other discriminatory stereotyping.

Admissions

Coral Cove Out of School Club welcome every family in the community irrespective of their background, sexual persuasion, class, status, means, ethnic origin, disability, colour, culture, religion or belief. We will monitor and evaluate the effectiveness of our inclusive practices. We are committed to providing a safe environment for all children, parents and staff; in which they are able to realise their full potential.

Employment

Our aim is to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements and that all children are treated equally. In respect, Coral Cove Out of School Club will ensure that no applicant or staff member will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origins, sexuality or requirements which cannot be justified as being necessary for the safe and effective performance of the job or training. Any breaches to the equal opportunities and inclusion policy may be seen as misconduct and could lead to disciplinary proceedings.

Educational Care

Children are encouraged to develop progressively at their own rate. Each child is treated as an individual and the 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 the children to explore, acknowledge and value similarities between themselves and others and we will provide reasonable adjustments for each individual ability.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of the patchwork of our 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 of people.

Inappropriate Attitudes

We will challenge any inappropriate attitudes of parents, staff and children in a polite manner, we will explain to all why these attitudes are wrong. If we are explaining to children this may be done through activities or story books. We will not single a child out when explaining inappropriate attitudes to them.

Legislation

Due to constantly changing legislation and social attitudes we will implement any changes where necessary.

PREVENT Duty & British Values

As a setting we have a duty to have due regard to prevent people from being drawn into terrorism. This means that we will promote the 4 British Values to all of the children & families using our service. The British Values are; Democracy; the Rule of Law; Individual Liberty and Mutual Respect; Tolerance of those with different Faiths & Beliefs.

These values are fundamental to helping all children to become compassionate, considerate adults who form part of a fair and equal society.

As a setting we have a duty to be alert to harmful behaviours by influential adults and take action when we observe behaviours of concern. We need to be able to identify children who may be vulnerable to radicalization and be aware of what to do when they are identified.

We will work in partnership with Local Police, LSCB & Prevent Co-ordinators; we will where necessary make referrals to the Local Channel Panel where there are concerns that an individual may be being drawn into terrorism or extremism.

DBS - Data Barring Service (Previously Criminal Record Bureau) Checks

As an organisation using the DBS service to assess candidate's suitability for positions of trust, we fully comply with the DBS code of practice and we treat all candidates fairly.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and we welcome applications from a wide range of candidates including those with criminal records. We select candidates for interview based on their skills, qualifications and relevant experience.

We require all applicants to give details of any criminal record on their application form; we guarantee that only those who need to see the application as part of the recruitment process will do so. Any failure in revealing information directly relevant to the job could result in a withdrawal of an offer of employment. We will ensure that we discuss with any candidate the relevance of any offence detailed in the application or revealed in the disclosure with the candidate before withdrawing the offer of employment.

Policy dated: ____/____/____

Signed for and on behalf of the Setting: _____

Print: _____