

D.P.S.

Out of School Club

**Equal Opportunities
Policy**

Equal Opportunities Policy

Principle

Our Equality Policy is inclusive of the whole community of DPS Out of School Club children, staff, parents/carers, volunteers and visitors, with whom we have engaged and who are actively involved in the setting.

Policy Statement of Intent

This policy clearly sets out how our practice and policies have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between groups.

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment.
- Marital or civil partnership status.
- Having or not having dependants.
- Religious belief or political opinion.
- Race (including colour, nationality, ethnic or national origins).
- Disability.
- Sexual orientation.
- Age.

The setting is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work/volunteer for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. Our equal opportunities policy will help all those who work and volunteer for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

The policy explains how we aim to listen to and involve children, staff/volunteers and parents/carers and the wider community in achieving better outcomes for our children and young people:

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our setting and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

To ensure that equality and inclusive practice are embedded across all aspects of the work of DPS Out of School Club, the Equality Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, well-being, and material outcomes.

Issues relating to adults within the setting can be embraced under these themes and will be reflected in the action plan.

Procedure

We seek to embed equality of access, opportunity and outcome for all the beneficiaries of our setting.

The Roles and Responsibilities within DPS Out of School Club

Our Leader will:

- Ensure that staff/volunteers, parents/carers, children, visitors and contractors are engaged in the development of, and are informed about the Equality Policy.
- Oversee the effective implementation of the policy.
- Ensure staff have access to training which helps to implement the policy.
- Develop partnerships with external agencies regarding the policy so that actions are in line with the best advice available.
- Monitor the policy and report to the management team at least annually on the effectiveness of the policy.
- Ensure that the staff team is kept up to date with any developments affecting the policy or actions arising from it.
- Have responsibility for supporting other staff in implementing this policy.
- Provide a lead in the dissemination of information relating to the policy.

The management team will:

- Have specific responsibility for the Equality Policy.
- Support the Leader in implementing any actions necessary.
- Engage with parents and partner agencies about the policy.
- Evaluate and review the policy annually.

DPS Out of School Club staff will:

- Be involved in the development of the policy.
- Be fully aware of the Equality Policy and how it relates to them
- Understand that this is an issue all staff need to be aware of and support the Equality Policy.
- Make known any queries or training requirements.

Links to other Policies

Staffing Policy

Admission Policy

Participation Policy

Additional Needs Policy

Monitoring

This policy will be reviewed annually by the management team to ensure it remains fit for purpose.

This policy was adopted by DPS Out of School Club management team.

Signed: *D. Thompson*
(on behalf of the management team)

Position: *Chairperson*

Date: *26/7/2016*

Reviewed on:

Date: Signed:

Date: Signed:

Date: Signed: