**KNIGHTWOOD KIDS CLUB**

 **OFSTED REGISTRATION NUMBER 110551**

 **CHARITY NUMBER 1081786 – KIDS CLUB NETWORK 4734**

 **C/O KNIGHTWOOD PRIMARY SCHOOL, BELLFLOWER WAY,**

 **CHANDLERS FORD, HAMPSHIRE, SO53 4QH**

 **EQUALITY & DIVERSITY POLICY**

**Our clubs are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.**

**The clubs Equal Opportunities procedures aim to help everyone involved in the clubs to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality and opportunity for all.**

**The clubs aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The clubs will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.**

**The clubs recognise that achieving the objectives of our Equal Opportunities Policy relies on the active involvement of parents/carers, as set out in our Partnership with Parents/Carers Policy. As such, the club will both welcome and encourage parents and carers to get involved in the running and management of the club, and to comment on the effectiveness of its Policies and Procedures.**

**The club will facilitate regular opportunities for consultation with parents/carers about the service that the club provides, as a means of monitoring the effectiveness of the Equal Opportunities Policy.**

**EQUAL OPPORTUNITIES PROCEDURES**

**To realise the Afterschool Club and the Holiday Club’s objective of creating an environment free from discrimination and welcoming to all.**

**Both clubs will:**

* **Ensure that all children, including those with learning difficulties and disabilities, will be included and supported – with reasonable adjustments made for them.**
* **Ensure that its services are open and available to all parents/carers and children in the local community, though the Afterschool Club is only available for children attending Knightwood School.**
* **Treat all children and their parents/carers with equal concern and value.**

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* **Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the clubs services.**
* **Have regard for promoting understanding, respect and awareness of Diversity and Equal Opportunities issues in planning and implementing both clubs 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 the both clubs recruitment policies and procedures are open, fair and non-discriminatory.**
* **Ensure that all staff members are aware of, and understand, the Equal Opportunities Policy as it relates to all aspects of 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 incident, according to the provisions set out in the Staff disciplinary Procedures, the Behaviour Management and Dealing with Racial Harassment Policies.**
* **Treat seriously any member of staff found to be acting, or have been acting in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures Policy.**
* **Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability discrimination Act 1995, the Human rights Act 1998, and the Race Relations (Amendment) Act 2000.**

**Knightwood Kids Club Committee will be responsible for ensuring that the Equal Opportunities Policy is implemented and that its effectiveness is regularly monitored.**

**They will be responsible for ensuring that:-**

* **The Manager and staff receive appropriate training.**
* **The Equal Opportunities Policy is consistent with current legislation and guidance.**
* **Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.**

**All of the clubs Policies and Procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to Equal Opportunities.**

**LEGAL FRAMEWORK**

* **Sex Discrimination Act 1976,2986 (Amendment) 2003**
* **Disability Discrimination Act 1995, 2005**
* **Human Rights Act 1998**
* **Race Relations (Amendment) Act 2000**
* **The Equality Act 2010**
* **Children Act 1989,2004**

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* **Rehabilitation of Offenders Act 1974**

**FURTHER GUIDANCE**

* [**www.4children.org.uk**](http://www.4children.org.uk)

**POLICY START DATE ……………………………………….. 1st September 2000**

**POLICY REVIEWED DATE ………………………………… 16th August 2015**