

HAZELDENE SCHOOL CARE CLUB



Equal Opportunities Policy

REVISED NOVEMBER 2018

SIGNED DATE.....
CARE CLUB MANAGER

SIGNED DATE

CHAIR OF GOVERNORS

TO BE REVIEWED DECEMBER 2020

Equal Opportunities

At Care Club we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

To achieve the Care Club's objective of creating an environment free from discrimination and welcoming to all, the Care Club will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, class, family status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the Care Club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

Racial harassment

The Club will not tolerate any form of racial harassment. The Care Club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Care Club, from staff and from any other adults on Care Club premises (eg parents/carers collecting children).

Equal Opportunities Named Coordinator

The Care Club's Equal Opportunities Named Coordinator (ENCO) is Mrs V Kilroy . The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The Equal Opportunities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with a Special Educational Need

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all children can access our services and are made to feel welcome.

Where one to one support is required we will assist parents in accessing the funding required to provide the additional care.

Special Education Needs Coordinator

The Care Club's Special Education Needs Coordinator (SENDCO) is MRS .V Norman The SENDCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENDCO in caring for children with Special Educational Needs or physical disabilities.

To be reviewed: December 2020

Written in accordance with the EYFS welfare requirements: *Safeguarding and Promoting Children's Welfare and Organisation.*