



The Dell Out of School Club

Registered Charity No. 1038546

Policy No.

DP – 2.08

Reviewed 2nd Feb 2016

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Equalities Policy – Including Race Equality

At The Dell we 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 including children with additional needs - ref Equalities Act 2010.

The Club's equal opportunities procedures aim to help everyone involved in the Club 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 of opportunity for all.

The Club aims to provide a welcoming and caring environment that promotes and celebrates cultural and social diversity and is equally accessible to all. The Club will endeavour to challenge and discourage any prejudice, offensive behaviour, language or attitudes discriminatory to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability (known as relevant, protected characteristics - P.R.C.)

We aim to provide children with a range of activities, meeting the widest possible range of needs and interests. We strive to facilitate integrated play, bringing together children of different ages, race, culture, class, gender and ability into combined and co-operative activities.

The Club encourages and promotes positive actions to achieve the objectives of our Equalities policy and relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the Club will both welcome and encourage parents, carers and local communities to become involved in the running and management of the Club, and to comment on the effectiveness of its policies and procedures – via mediums such as users surveys, AGM meetings, informal talks with staff or suggestion box on the notice board. The Club will facilitate regular opportunities for consultation with parents/carers informal chats at the end of each session for example or more formal appointments – parents please let us know and any appointment can then be booked in thereby ensuring adequate time and place for discussion. We invite advice, opinions or views about the service that the Club provides, as a means of monitoring the effectiveness of the Equalities policy.

Equalities Procedures:

To realise the Club's objective of creating an environment free from discrimination, and is welcoming to all, the Club:

- Ensures that its services are open and available to all parents/carers and children in the local community
- Ensures that issues of Relevant Protected Characteristics do not inhibit a child from accessing the Club's services
- Treats all children and their parents/carers with equal concern and value
- Has regard for promoting understanding, respect and awareness of diversity and equalities issues in planning and implementing the Club's programme of activities.
- Helps all children to celebrate and express their cultural and religious identities by providing a wide range of appropriate resources and activities
- Ensures that the Club's recruitment policies and procedures are open, fair and non-discriminatory
- Endeavours to recruit a staff team that reflects the make-up of the Club's local community
- Ensures that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work
- Encourages and supports 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, Behaviour, and Racial Incidents policies
- Treats 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
- Works to fulfil all the legal requirements of the Equalities Act 2010.

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The Manager / committee ensure that a delegated person attends Equalities Co-ordinator Training so that an ENCO is in place. The ENCO – Kelly Rich is responsible for ensuring that the Equalities policy is implemented and that its effectiveness is regularly monitored. She is responsible for ensuring that:

- Staff receive appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.
- Club leaflets will be made available in other languages or in larger print if requested.
- Inclusive practice by The Dell is audited and gaps addressed via appraisal and training.
- We have an Equalities action plan incorporated into the club's main action plan.

All of the Club's policies and procedures are kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

Children with additional needs

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents (and also in conjunction with the school or other bodies) prior to their attending the Club, and will make reasonable adjustments to ensure that 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. On admission of any child with a recognised SEND – our policies and practices are reviewed termly to ensure that the provision is flexible to enough to meet the changing needs of the child.

The Dell should discuss with parents and carers and other practitioners and providers the support they intend to offer, seeking to complement learning in settings in which children spend more time. This may be via good links with parents and feeder schools/nurseries enabling key information about interests and abilities to be shared.

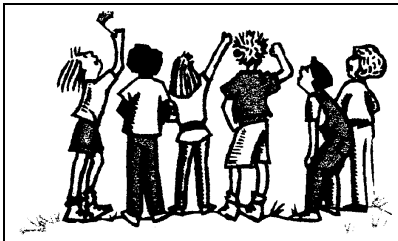
Special Educational Needs Coordinator SENCO

The Club's Special Educational Needs Coordinator (SENCO) are Kelly Rich/Carole Peacock – for Morgans Club & Kirstie Perry/Grace Beedell for Abel Smith Club. The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- The Dell should discuss with parents and carers and other practitioners and providers the support they intend to offer, seeking to complement learning in settings in which children spend more time. This may be via good links with parents and feeder schools/nurseries, enabling key information about interests and abilities to be shared.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

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Racial Equality.

It is the aim of the Dell to eliminate unlawful racial discrimination and to promote good race relations within the group.

This will be done via:-

- Teaching and training of staff
- Ongoing assessment of behaviour and discipline of Dell Employees where necessary
- Partnership with parents and guardians
- Admissions to the group
- Staff recruitment

Commitments

Actively managing racial discrimination and promoting good race relations
 Encouraging supporting and helping staff to reach their potential including training and monitoring through appraisals and reviews.
 Working with parents and guardians to tackle racial discriminating and to promote good practice.
 Through activities and play themes - celebrating diversity of the group.
 To ensure the race Equality Policy and procedures are followed.

Responsibilities:-

The Coordinator/Managers:-

Are responsible for making sure the group complies with the amended Race Relations Act 1976 and making sure the Race Equality Policy and procedures are followed.

Staff are responsible for:-

Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping.
 Promoting good race relations and avoiding discriminations against anyone for reasons of race, colour, nationality or ethnic or national origins
 Keeping up to date with the law on discrimination and taking up training where possible.

Policy adopted: 1 April 2003

Approved by:

Co-ordinator

Chair

Review Date:

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