



EQUAL OPPORTUNITIES

The Newton Community Primary School after school care club (hereafter referred to as Kidz Club 6) is committed to providing equality of opportunity through an anti bias, anti discriminatory environment for all children and families and takes positive action to remove discrimination in all areas of work.

Kidz Club 6 works in accordance with all relevant legislation, including:

- Disability Discrimination Act 1995
- Race Relations Act 1976 (as amended by the Race Relations Amendment Act 2000)
- Sex Discrimination Act 1975
- Children Act 1989
- Special Educational Needs and Disabilities Act 2001

We aim to ensure that the group's activities are open to all children and families and to ensure that all those who wish to work in, or volunteer to help in Kidz Club 6, have a chance to do so.

Admissions

Kidz Club 6 is open to every family in the school. The waiting list is operated on a first come first served basis.

Families joining Kidz Club 6 are made aware of its equal opportunities policy, which is reviewed at least annually.

Families

Kidz Club 6 recognises that many different types of family group can and do successfully love and care for children. Kidz Club 6 aims to offer support to all families.

We aim to show respectful awareness of all major events in the lives of the children and families in Kidz Club 6 and to welcome the diversity of backgrounds from which they come.

Employment

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

All vacancies will be advertised. Kidz Club 6 will appoint the best person for the job, and will treat fairly all the applicants for the jobs and all those appointed.

Students/volunteers will be made aware of the Equal Opportunities Policy.

Language

Bilingual/multicultural children and adults are an asset to the whole group.

Children and parents who have English as a second or additional language will be valued and their language recognised and respected in Kidz Club 6.

Support will be given to ensure all families have access to basic information; written and spoken.

Food

Working in conjunction with parents, we will aim to meet any medical, cultural and dietary needs.

Resources and Images

Those will be chosen to give children a balanced view and an appreciation of the world and the rich diversity of our multicultural society.

Materials will be selected to help children to develop and to respect other people by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.

Meetings

Kidz Club 6 will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend, so that all families have an equal opportunity to be involved in and informed about the club.

Special Needs

Kidz Club 6 recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Meetings and events for Kidz Club 6 will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in Kidz Club 6.

Our response will aim to demonstrate support for the victim, to help those responsible to understand and overcome their prejudices and make it clear that such behaviour/remarks will not be tolerated.

The Children

All children will be respected and their individuality and potential recognised, valued and nurtured.

Kidz Club 6 will offer play equipment for children to develop in an environment free from prejudice and discrimination. Management of resources will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.