



## Equal Opportunities

Kids Club Ely Ltd & St John's Preschool is 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.

Kids Club Ely Ltd 's equal opportunities procedures aim to help everyone involved in the setting 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.

Kids Club Ely Ltd aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. As a setting , we 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.

### Equal Opportunities Procedures

To realise Kids Club Ely Ltd's objective of creating an environment that is free from discrimination and welcoming to all, we will:

- Ensure that its services are open and available to all parents/carers and children in the local community
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the setting's services
- Treat all children and their parents/carers with equal concern and value
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the 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 that the Kid Club Ely Ltd's recruitment policies and procedures are open, fair and non-discriminator.
- Endeavour to recruit a staff team that reflects the make-up of the setting's local community
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work

- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviours, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures and the Behaviour Management 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 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

The ENCO for our setting is **Rachel Kirk** and she has attended Equal Opportunities Coordinator Training. The ENCO is responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- 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

The Club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.