



Equal Opportunities Policy

Definition

OSCARS works in accordance with all relevant legislation, including:

- Disability & Equality Act 2010
- Human Rights Act 1998 (subject to amendment order 2005)
- Race Relations (Amendment) Act 2000
- The Children Act 2004
- The Children & Young Person Act 2008
- Children & Families Act 2014

Purpose

We believe that the play scheme's activities should be open to all children and families and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our out of school club, have a chance to do so.

Procedure

Admissions

OSCARS is open to every family in the community. Our system for admission is laid down in the 'Constitution'. All families wishing to join the scheme will be made aware of this. Families will also be made aware of our Equal Opportunities Policy.

Employment

OSCARS will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

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

Families

OSCARS recognises that many different types of family successfully love and care for children.

Festivals

Our aim is to show respectable awareness of all major events in the lives of the children and families of OSCARS and in our society as a whole and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in OSCARS. Without indoctrination in any particular faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

Before introducing a festival with which the adults in OSCARS are not themselves familiar, appropriate advice will be sought from people to whom the festival is a familiar one.

Children and families who celebrate at home festivals with which the rest of the playscheme is not familiar will be invited to share their festival with the group if they so wish.

Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

Play

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children the opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.



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Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

OSCARS recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting those needs.

Planning for OSCARS meetings and events will take into account the needs of people with disabilities.

Discriminatory behaviour/remarks

These are unacceptable in OSCARS.

The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Language

Information, written and spoken will be clearly communicated in as many languages as necessary.

Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in OSCARS.

Food

Medical, cultural and dietary needs will be met.

Meetings

The time place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of OSCARS.

Related Policies

Additional Needs & Inclusion – Behaviour Management - Staff Induction

Date first adopted by OSCARS management committee	01.06.2002
Date of latest review	23.02.2015
Review signed on behalf of OSCARS	C. Mumby
Position	Chairperson