

Richmond Hillbillies Policies and Procedures 2020/2021

Richmond



Hillbillies

Equality of Opportunities

Hillbillies is committed to taking positive and proactive action to counteract and eliminate discrimination in all aspects of its work to ensure we provide an inclusive and caring environment. We are aware that some children have special educational needs and/or physical disabilities and may require particular support and assistance. This policy covers all persons connected with the club including children, parents/carers, staff, volunteers and any visitors. Equal opportunities will be reflected in our service delivery and staff development.

We value all children and adults as individuals, respecting their race, ethnicity, class, culture, gender, family values, religion, disability and sexual orientation.

We will do all we can to support the inclusion of children with special educational needs and/or physical disabilities. We will work in a proactive way with parents and other agencies to make this possible. This will include the sharing of information and confidentiality will be maintained.

Staff and volunteers are expected to uphold and implement the ideals of Hillbillies Equality of Opportunities Policy through their everyday work at the club. Staff and volunteers are expected to show by example their commitment to equal opportunities in relationships with children, parents/carers, other staff and visitors. Language or behaviour deemed offensive to anybody is unacceptable and will not be tolerated. Any member of staff found to be deliberately acting in a discriminatory way will be dealt with through the club disciplinary procedures. Staff and volunteers are encouraged to share any concerns as soon as possible with the club manager.

Staff are encouraged to attend special needs and equal opportunity training sessions to build on existing knowledge and skills.

All children have the support of a SENCO and they are the main liaison person between parent/carers, school and any other agencies. The SENCO monitors and reviews the child's progress and feeds back to others as appropriate. Our named SENCO is Beverley Flockton

The layout of the room, along with any individual needs is considered when activities are planned to allow for maximum participation of all children.

Equal opportunities procedures

To realise our aims we:

- 1 Promote our services to all families in our school community.
- 2 Ensure that issues of race, ethnicity, class, culture, gender, family values, religion, disability and sexual orientation do not inhibit a child from attending the club.
- 3 Treat all children and parent/carers with equal concern and value them as individuals.
- 4 Listen to children and provide them with the opportunities to make informed decisions.
- 5 Support everyone's right to be safe, do not let children or adults be bullied.
- 6 Promote understanding and respect through the clubs play, activities, toys & equipment.
- 7 Ensure we provide a wide range of information & appropriate resources to support children's awareness of cultural and religious identities.
- 8 Encourage everyone (both children and adults) to treat each other with respect.
- 9 Will promote anti-discriminatory play and practice by being good role models and promoting non-stereotypical ideas and images.
- 10 Challenge any anti-discriminatory language and behaviour in a positive way.