

Weddington Primary Out of Hours Club Equal Opportunities Policy

Weddington Primary OHC is committed to provide a safe and caring environment, free from discrimination, for everyone in our community regardless of race, gender, religion, culture, and additional needs.

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

- ❖ Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping
- ❖ Not discriminate against children on the grounds of disability, sexual orientation, class and family status.
- ❖ Help all children to celebrate and express their cultural and religious identity by providing a range of appropriate resources and activities
- ❖ Challenge racist and discriminatory remarks, attitudes, and behaviours from the children at the Club and from any adults on Club premises (e.g. parents/carers collecting children).
- ❖ Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- ❖ Ensure that its services are available to all parents/carers and children in the local community
- ❖ Ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory

- ❖ Work to fulfil all 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.
- ❖ Staff receive relevant and appropriate training
- ❖ The Equal Opportunities policy is consistent with current legislation and guidance
- ❖ Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Date for review	April 2025
Date reviewed	April 2024