



## Equality Diversity and Inclusion Policy

At Conker Club we are committed to providing equality of opportunity for all children and families and take positive action to eliminate discrimination in all areas of our work. We work in accordance with all relevant legislation, including:

- Disability Discrimination Act DDA 2002
- Race Relations Act 1976
- Race Relations amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989
- Special Educational Needs and disability Act 2001

Conker Club is open to all children who attend North Farnborough School, St. Peters Junior School, regardless of gender, race, social group, religion, family background or disability. We aim to ensure that all who wish to work in, or volunteer to help with, our After-school club and who are committed to education and care, have an equal chance to do so.

### **Admissions**

Conker Club is open to all children who attend North Farnborough Infant School., plus St. Peters Junior School (Please see our Child Admissions policy.)

Families joining Conker Club are made aware of its Equal Opportunities policy, which is regularly reviewed.

## **Employment**

Any vacancies will be advertised. Conker Club will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

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

## **Families**

At Conker Club we recognise that many different types of family group can and do successfully love and care for children. We aim to offer support to all families.

## **The Curriculum & Inclusion**

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

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within Conker Club 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.

Provided we have the appropriate facilities, or are able to obtain extra funding to obtain them, any child with special needs will have an equal chance of being admitted to Conker Club as all other children. (Please see Special Needs Policy)

## **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 by using images and words that reflect positively the contribution of all members of society.