




## Mangotsfield Out of School Club Equal Opportunities Policy

<b>Policy Author:</b>	MOOSC Management Team
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<b>Signed:</b>	



## Equal Opportunities Policy - MOOSC19.01

### Policy

MOOSC has a responsibility to provide a safe and caring environment free from discrimination for everyone in our community including children with additional needs.

### Aim

- To respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that every child is valued as an individual without racial or gender stereotyping;
- To never discriminate on the grounds of disability, sexual orientation, class, family status and medical status;
- To help all children to celebrate and express their cultural and religious identities by providing a wide range of appropriate resources and activities;
- To support children to feel good about themselves and others, by celebrating the differences which make us all unique individuals;
- To make sure the Club is available to all parents/ carers and children in the local community;
- To make sure that the Club's recruitment process is open, fair and non-discriminatory; and
- 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 and the Equality Act 2010.

### Equal Opportunities & Special Education Needs Named Coordinator

The Club's Equal Opportunities Special Education Needs Named Coordinator (ENCO & SENCO) is the Play Manager. The Named Coordinator is responsible for:

- arranging appropriate and relevant staff training;
- this Policy being consistent with current legislation and guidance;
- taking appropriate action wherever discriminatory behaviour, language or attitudes occur;
- managing the Club for children with special educational needs or physical disabilities;
- being fully trained and experienced in the care and assessment of children with additional needs; and
- facilitating discussions with parents/ carers and Primary Schools when required.

### Racial Harassment

The Club will not tolerate any form of racial harassment and will challenge racist and discriminatory remarks, attitudes and behaviour from children and any adults on Club premises.

### Children with Additional Needs

The Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. Appropriate action will be taken to make sure that all children can access the Club and are made to feel welcome.

Where one to one support is required, the Club will endeavour to assist parents in accessing the funding required to provide the additional care. The Club will work with parents/ carers to provide childcare if reasonably possible.

One to one sessions are strictly limited in availability and may result in an additional cost over the usual session fees.



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Each Club will have a dedicated, delegated SENCO, all of which will assist the Play Manager in supporting and caring for children with additional needs and/ or physical disabilities.

### **Related Policies**

1. Health and Safety
2. Settling In
3. Behaviour Management
4. Safeguarding
5. Suspension and Exclusion