

Aireborough Supported Activities Scheme

PROVIDING LEISURE ACTIVITIES FOR CHILDREN WITH DISABILITIES

Policy title:	Equality and Diversity		
Policy number:	HR-002	Last review date:	27 March 2017
Next review	April 2019	Last reviewed by:	Liam Sanders

1 Statement of policy and purpose of policy

- 1.1.** ASAS is committed to equal opportunities for all staff, volunteers, children and families. We welcome the fact that ours is a multiracial and multicultural society.
- 1.2** It is our policy that all employment and application decisions are based on merit and the legitimate needs of the charity. ASAS does not discriminate on the basis of race, colour or nationality, ethnic or national origins, sex, gender reassignment, sexual orientation, marital or civil partner status, disability, religion or belief, age or any other ground on which it becomes unlawful to discriminate under the laws of England.
- 1.3** Our intention is to enable all our staff and volunteers to work in an environment which allows them to fulfil their potential without fear of discrimination or harassment. The employers commitment to equal opportunities extends to all aspects of the working relationship including:
- Recruitment and selection procedures;
 - Terms of employment and including pay and benefits;
 - Training and promotion;
 - Work practices, conduct issues, allocation of tasks, disciplinary and grievances;
 - Work-related social events; and
 - Termination of employment and matters after termination including references.
- 1.4** The principles of non-discrimination and equal opportunities also apply to the way in which staff and volunteers treat visitors, children accessing our provision, families, and former staff members. We recognise the benefits to be gained by all adults and children from playing and learning together. We will enhance our practices to enable children to develop positive attitudes to the differences in our group and the community as a whole.
- 1.5** This is a statement of policy only and does not form part of your contract of employment. This policy may be amended at any time by ASAS, in its absolute discretion.
- 1.6** ASAS aims to ensure that all of its staff and volunteers embed equality and diversity in their practice to provide a secure environment in which all our children can flourish and in which all contributions are valued.
- 1.7** Legal frameworks that underpin this policy are:
- Equality Act 2010
 - Human Rights Act 1998

2. Methods

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Jo Galasso (Project Coordinator) is the named person for monitoring equality and diversity. The staff team, in conjunction with children and parents, will monitor the implementation and development of the Equal Opportunities Policy

3 Admissions

Our service is open to all members of the community.

We advertise our service through; schools, social workers, and Leeds City Council Children's Social Care.

We provide information in clear, concise language, whether in spoken or written form.

We do not discriminate against a child with severe disabilities/complex health needs/behavioural difficulties, however we will seek to gain sufficient information about individual child and will only offer a place if we are able to fully meet their needs.

We ensure that all parents are made aware of our equal opportunities policy.

3.1 Employment

Posts are advertised and all applicants are judged against explicit and fair criteria.

The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.

3.2 Training

ASAS actively seeks out training to ensure all staff and volunteers are equipped with the most accurate, up-to-date and relevant knowledge and skills to enable all children accessing our provisions to receive the highest standard of care.

We regularly review our practices to ensure that we are fully implementing our policy for equality and diversity.

3.3 Curriculum

The program offered within the Play scheme encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to facilities;
- Reflecting a wide range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Creating an environment of mutual respect and tolerance;
- Helping children to understand that discriminatory behaviour and remarks are unacceptable;
- Ensuring that the program offered is accessible and appropriate to all children with disabilities.

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3.4 Valuing Diversity in Families

We welcome the diversity of family life and work with all families.

We encourage children to contribute stories of their everyday life into the service.

We encourage parents/carers to take part in the life of the service and share their child's experiences, via our daily communication books or verbally with our staff.

For families who have a first language other than English, we value the contribution their culture and language offer.

3.5 Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.