

Equal Opportunities Policy



Principles

- ❖ Speke Adventure Playground does not discriminate on grounds of gender, age, marital status, race, ethnic origin, religious conviction, disability or sexuality, and is entirely compliant with the Equality Duty of 2010.
- ❖ Children have equal opportunities to achieve their potential and to benefit from the full range of the facilities and resources of the playground.
- ❖ Staff have equal opportunities for employment and advancement on the basis of their ability, qualifications and suitability for the work.

Aims and Objectives

Speke Adventure Playground is committed to promoting racial equality, to challenging discrimination and to encouraging good relations by providing equality of opportunity for all children and staff. This policy confirms our belief that by creating a positive inclusive atmosphere, based on respect for and celebration of people's differences; and by showing a commitment to challenging and preventing racism and discrimination, we will be able to provide the best possible opportunities for all our children regardless of gender, colour, race, religion, nationality, home circumstances or ability.

The **aims** of the equal opportunities policy are to:

- ❖ Eliminate unlawful discrimination;
- ❖ Advance equality of opportunity;
- ❖ Foster good relations throughout our community.

The **objectives** of the equal opportunities policy are to:

- ❖ ensure that our provision is fully inclusive
- ❖ ensure that the best use is made of available resources
- ❖ promote sound management decisions about staff and potential staff, based only on their suitability for the specified work
- ❖ ensure that Speke Adventure playground complies with legislation on discrimination.

Within the objectives, our targets, which will be monitored by our management committee are:

- ❖ to have no incidents of bullying on any grounds;
- ❖ that rewards and sanctions are awarded and imposed evenly across all groups; children from all groups attend our club;
- ❖ all children and staff feel valued, and that their views affect our decisions about systems and procedures
- ❖ all stakeholders are aware of this policy;
- ❖ all children are aware of difference in a range of contexts that is something to be celebrated
- ❖ all children and adults in our community uphold the playgrounds Values of Nurture, Trust, Respect, Achievement, Enjoyment, Inclusion and Loyalty.



This policy covers all aspects of the playground including:

- ❖ children's attendance to the playground
- ❖ behaviour management
- ❖ staff recruitment and career development
- ❖ parental involvement
- ❖ the role of the management committee

CHILDREN

- ❖ We manage challenge behaviour fairly, sensitively and consistently, in order to provide mechanisms for support if relationships break down.
- ❖ We promote diversity by recognising and embracing difficulties, and we strive to remove any form of discrimination that may create a barrier to learning or to good relations.
- ❖ We recognise and celebrate children's positive social attitudes and the respect they show to others through awards and rewards.
- ❖ We have systems in place to support children from disadvantaged families who may need financial, emotional or physical input from the playground, including referral to outside agencies.
- ❖ Any posts of responsibility are not influenced by discriminatory criteria.
- ❖ We give consideration in our planning, preparation and delivery to a wide range of needs and issues

ADULTS

- ❖ We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- ❖ We challenge stereotyping and prejudice if ever it occurs
- ❖ We ensure that all staff are aware of this policy and are suitably trained to implement these guidelines fairly and consistently in all situations.
- ❖ We treat all incidents of unfair treatment or discrimination with due seriousness.
- ❖ We work collaboratively with parents, so children receive consistent messages about how to behave at home and at the playground, and to promote a community of shared values.



Responsibilities

The Management Committee

The management committee is responsible for:

- ❖ approving and reviewing this Policy, ensuring that it complies with the race relations legislation and fulfils the playgrounds commitment to challenge discrimination, promote equality of opportunity and promote good race relations
- ❖ monitoring that the policy has been implemented and is effective
- ❖ implementing the policy and its related procedures and strategies

The Senior Play worker

- ❖ ensuring that appropriate arrangements are made to ensure that all staff are aware of their responsibilities and for giving them appropriate training and support
- ❖ ensuring that all contractors or partners, visitors and volunteers who work with or for the playground are aware of and comply, as appropriate, with this policy
- ❖ ensuring that arrangements are in place to take appropriate action in any cases of racial discrimination
- ❖ co-ordinating racial equality work and dealing with reported incidents of racism, sexism and discrimination of any sort.

All staff

All staff are responsible for:

- ❖ identifying, challenging and reporting any discriminatory issues.
- ❖ promoting equality, good relations and a non discriminatory ethos
- ❖ keeping up to date with equality legislation through training and development

Visitors and contractors

Visitors, partners, volunteers and contractors who work with or for the playground should be aware of and comply with this policy.

Breaches of the Policy

Action will be taken if children, staff or others do not comply with this policy. This action should be guided by two major principles:

- ❖ To protect the victim(s)
- ❖ To make a strong and immediate response in such a way as to make the playgrounds position clear – that such behaviour is unacceptable and will not be tolerated.

Breaches by children

Incidents of racism or anti-social discrimination will be dealt with in line with our Behaviour Policy.



Breaches by staff and other adults

Where it is established that the policy has been breached, appropriate action will be taken. The precise action taken will depend on the severity of the offence, but in any instance some form of constructive dialogue will take place.

Other action could include:

- ❖ disciplinary procedures being appealed to
- ❖ further training and awareness-raising of equality issues being provided
- ❖ a requirement of a contractor to take specific action
- ❖ termination of an agreement with a contractor or volunteer

Promoting the Policy

This policy has been agreed with staff and management committee.

- ❖ This policy will be kept on file in the office.
- ❖ This policy will form part of the staff induction process
- ❖ Parents will be made aware of the policy, the policy will be available for parents to read
- ❖ All volunteers and contractors who provide services to the playground that impact directly on staff and pupils will be made aware of this policy.

The policy will be reviewed annually.

Next review date: February 2015

