



Inclusion Policy

Poppleton Road Out of School Club's policy is to take positive steps to ensure that we provide a safe and caring environment free from discrimination for everyone in the community.

The Club's equal opportunities procedure aims to help everyone involved in the clubs to counteract and eliminate both direct and indirect discrimination in the decision making, employment practices and service provision and to ensure that our services achieve equality of opportunity for all.

The club recognises that achieving the objectives of our equal opportunities policy relies on involvement of parents/carers. The club will both welcome and encourage parents/carers to get involved in the running and management of the club, and to comment on the effectiveness of its policies /procedures.

The club will facilitate regular opportunities for consultation with parents/carers about the service that the club provides.

To realise the clubs objective of creating an environment free from discrimination and welcoming to all. The club will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the clubs services.
- Treat all children and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the clubs programme of activities.
- Help all children to celebrate and express their culture and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that the clubs recruitment policies and procedures are open, fair and non-discriminatory.
- Ensure all staff are aware of and understand the Equal Opportunities policy as it relates to all aspects of its work.



- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures.
- Treat seriously any member of staff found to be acting or have been acting in a discriminatory way, according to the provision of the staff Disciplinary Procedure policy.
- Work to fulfil all the legal requirements set out in the Equality Act 2010.

The Manager will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored.

They will be responsible for ensuring:

- Staff receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

This policy was reviewed at a meeting of	Poppleton Road OOSC	
Held in:	Nov 2023	
To be reviewed in:	Nov 2024	
Signed on behalf of the setting:		
Name of Signatory:		
Role of Signatory:	Manager	Deputy Manager

