



## **Mangotsfield Out of School Club**

### **Equal Opportunities**

Moosc will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the Club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status and HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work 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

#### **Racial harassment**

The Club will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Club and from any adults on Club premises (eg parents/carers collecting children).

#### **Equal Opportunities Named Coordinator**

The Club's Equal Opportunities Named Coordinator (ENCO) is Kate Cole. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The Equal Opportunities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.
- To facilitate discussions with parents/schools when required.

### **Children with additional needs**

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all children can access our services and are made to feel welcome.

Where one to one support is required we will do our best to assist parents in accessing the funding required to provide the additional care. The club will work with the 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.

### **Special Education Needs Coordinator**

The Club's Special Education Needs Coordinator (Lead SENCO) is Kate Cole. The SENCO will:


- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

Mangotsfield Senco is - Kerri Randell

Emerson Green Senco is - Kimberley Tuong

Lyde Green Senco - Sally Scott

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

This policy was adopted by: Moosc	Date: Sept 2018
To be reviewed: June 2020	 Signed:

Recruitment policy not in pack - in the proceeds of being done