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| Grover Out of School Club |
| Equality of Opportunity |
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Equality Policy

We consider it absolutely vital that all individuals in the setting are treated fairly. This includes children as well as workers, parents, prospective customers and applicants for vacancies. We currently have a diverse workforce and cohort and steps are taken to ensure that all individuals are treated fairly and not just treated the same. We constantly review our practice to ensure that it remains as inclusive as possible. The setting is open to all people and we do not discriminate against any individuals or groups and attempt as best we can to represent as many different cultures as possible through play and celebrations when opportunities arise.

Inclusion

The setting accepts children from all cultural, ethnic or religious backgrounds. We admit children of any ability level from the age of four years up to a maximum of sixteen years (although in practice it is rare that children over the age of twelve attend).

Where necessary we make reasonable adjustments to the provision to ensure better accessibility to those that may need it. This includes not only physical alterations to the setting (such as wheelchair ramps or braille literature) but also the development of practice and strategies through relevant training.

We promote inclusive attitudes amongst the cohort and the practitioners model open-minded attitudes to children. The play resources are varied and support a multi-faith, multi-ethnic representation of the world. Play opportunities created by staff are designed to be as welcoming and barrier free as possible whilst maintaining a challenging and stimulating nature. Practitioners will also intervene when necessary to help to remove any barriers to participation in child initiated play when it is deemed appropriate to do so.

Children are encouraged to share their festivals and beliefs with the setting so long as they do so in a manner that respects others from different cultures or faiths.

Children with a disability are not labelled or segregated in any way and if their condition prevents them from accessing play the playworkers will put actions into motion to remove any such barriers with the most immediate possible effect. All children are empowered to an age appropriate level of independence within their care.

The setting ensures consistent pricing and availability of sessions to all families and discriminates on no criteria.

Special Educational Needs & Disability

Within the provision we ensure that to the best of our ability all children have equal access to all play opportunities. We alter provision where necessary to remove any barriers to participation.

We accept all children regardless of any impairment that they might suffer from and do the best we can to ensure that they get as full an experience as their peers from the setting. We take account of the specific needs of individual children when planning play spaces or any adult led activities. Staff are sensitive to the individual needs of any attendees and will accommodate and provide any additional support as necessary. We will liaise with parents where appropriate to ensure that children receive a level of care that is consistent with that within the school day in regards of any support or assistance that they may need.

Whilst all children are to be held by the same code of behaviour as one another staff are aware that certain conditions (ADHD or ASD for example) may make certain expectations unrealistic and children will never be held accountable for actions that they were not reasonably in control of. Children will also not be forced to participate in any activities that might be of any detriment to them although efforts will be made to remove any barriers should a child wish to participate.

If children have any specific dietary conditions whereby exposure to certain foodstuffs provoke or exacerbate reactions then all reasonable steps will be taken to ensure that those children do not come into contact with that particular foodstuff at any point.

Admissions

We accept applications to attend the setting throughout the year. The setting current has sufficient space and staffing to support a maximum of forty children at any given time. The amount of children on register exceeds this however the attendance at a session will never rise above forty. Should there be any child wishing to attend on a day that the setting is fully booked they will placed onto a waiting list. Should a child relinquish a space, the vacancy will be assigned to the person at the top of the waiting list. The only exception will be if a sibling of a child who is already in attendance is on the waiting list below the top candidate.

Parents will be required to fill in a registration form, including information about any allergies or medical conditions as well as emergency contact details. The family may also choose to express any cultural or religious requirements in order to aid staff to support children as well as empowering staff to research any special events that they might celebrate so that the setting can observe them also.

The settings rules and expectations will be explained to the parent/carer. The parent/carer may visit the setting with their child prior to their first session if they wish to do so.

Throughout term time sessions are to be booked on a recurring basis arranged by day of the week either indefinitely or until the termination of their attendance. During school holidays attendance is open to children from any school and bookings are to be made in advance where possible. However all steps will be taken to accommodate the needs of any family that is registered with us providing that we are adequately staffed to do so at the time. This will include but is not limited to last minute bookings or unexpected drop-offs.

We welcome families and children from all social, ethnic and cultural backgrounds as well as being inclusive to children with additional needs, making reasonable adjustments where appropriate.

Recruitment

Vacant posts are advertised through a variety of appropriate channels. Candidates are selected fairly using a minimum specified criteria and will not be discriminated against based on any protected characteristic. A key point is made in any initial advertisement of our commitment towards safeguarding and our expectation that any potential colleagues would adopt a similar attitude.

All successful applicants will be asked to interview, which will consist of a formal discussion taking place during a play session. Candidate’s interactions with the cohort may be observed and staff members will remain vigilant in upholding the setting’s safeguarding policies throughout. Interviewees will also be asked to fill in an application form if they have not done so already to allow us to collect any relevant information that we have yet to be given.

The setting uses a competitive merit-based selection process to identify a successful applicant. Appointment will be subject to an enhanced DBS check and two satisfactory references. One reference must be the most recent employer. If an applicant has worked with children previously then one of their references must be from that post (even if it was not one of the applicant’s two most recent employers).

This process is intended to offer the most inclusive approach but also to deter, reject or identify individuals that might be unsuitable to work with children.

Effective from April 2017 all new applicants will not be considered to contribute to adult to child ratios unless they hold an A-C grade in both GCSE English and Maths or an equivalent qualification. Furthermore newly appointed members of staff must complete a full paediatric first aid course within three months of commencing their working duties, or shall not be counted as an appropriate adult when calculating staff to child ratios.