



Equal Opportunities Policy

Sunrise Kids Club (SKC) is focussed on the development of the whole child. We develop practices that enable our children to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

We at SKC firmly believe that all children are entitled to quality care that is delivered by trained, motivated and enthusiastic staff. We believe that children will learn best in an environment of mutual respect and trust, where self-esteem and confidence of pupils is promoted. We believe that pupils learn best in an ethos of high expectation, and where pupils have high self-esteem and confidence.

Diversity resulting from age, gender, gender reassignment, sexuality, race, Special Educational Needs (SEN), disability, religion and social origin is seen as enriching to our club and community, and as a result of this, everyone is held in equal esteem.

The Equalities Act 2010 aims to consolidate previous legislation and to eliminate discrimination, harassment and/or victimisation of the nine protected groups of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

There are three general duties of the Act;

- 1) Eliminate discrimination (direct or indirect), harassment, victimisation and any other conduct that is prohibited by the Act
- 2) Advance the quality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- 3) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The law is that Sunrise Kids Club (SKC) is not allowed to unlawfully discriminate against pupils, staff or parents/carers because of any of the above.

The law on disability discrimination is different from the rest of the act, is Sunrise Kids Club (SKC) works in only one direction,; it protects disabled people, but not those who are not disabled. Sunrise Kids Club (SKC) is able to treat disabled pupils and in some cases are required to according to their needs.

Roles and Responsibilities

The role of staff

- Treat pupils fairly and with respect
- Maintain awareness of equality policy and objective
- Provide material giving positive images of protected characteristics
- Challenge incidents of prejudice or discrimination
- Record serious incidents (pastoral records, behaviour logs...) draw to attention of the manager of Sunrise Kids Club (SKC)
- Support one another and encourage staff to intervene in positive way

The role of the manager

- Implement the clubs equality policy and plan
- Ensure all staff are aware of the equality guidelines and apply them fairly
- Promote equal opportunity in the clubs environment
- Deal with incidents of discrimination (direct or indirect), harassment, victimisations and any other conduct that is prohibited by the Equality Act

Steaming Equality Policies

Equality in Sunrise Kids Club (SKC) will provide an ethos that:

Creates a club culture where everyone, irrespective of age, disability, gender reassignment marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and socio-economic factors;

- Feels welcomed and valued (including pupils, parents, staff, club community and wider community members participating in club life)
- Ensures all pupils and staff are encouraged to achieve their full potential
- Respects and values differences between people
- Prepares pupils for life and diverse society

- Acknowledges the existence of inequality and takes steps to prevent it
- Ensures that an inclusive ethos is established and maintained
- Opposite all forms of discrimination, harassment and victimisation
- Is proactive in tackling and monitoring discrimination at all levels
- Raises awareness for all club staff and governors of set procedures in place to deal with
- Encourages communication and confidence for all to resolve problems

Age

We will ensure that pupils of all ages of children of different aged parents are not singled out for different or less favourable treatment than other pupils. This also applies to members of staff, parents and the wider community.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment, which has substantial and long term adverse effect on that person's ability to carry out a normal day to day activities.' Some specified medical conditions, HIV,, multiple sclerosis and cancer are all considered as disabilities regardless of the effect.

We will promote equality of opportunity for disabled people: pupil, staff, parents, carers and other people who use the school.

We will:

- Increase the extent to which disabled pupils can participate in the club curriculum by making reasonable adjustments;
- Improve the environment of the school (see accessibility In the club curriculum by making disabled pupils, staff, parents and the wider community can take advantage of education and associated services;
- Improve the delivery of information to disabled stakeholders.

Cross reference to:

- Supervision of non-vetted staff/visitors policy
- SEN policy
- Safeguarding and Child Protection policy
- Behaviour policy and log
- Staff code of conduct

Last reviewed 10/04/17