

# HUCKNALL NATIONAL OUT OF SCHOOL CLUB

## VALUING DIVERSITY & PROMOTING INCLUSION & QUALITY

### **POLICY**

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in family structures that include one or two parents of the same or different sex. Children may have close links or live with extended families of grandparents, aunts, uncles and cousins; while other children may be more removed from close kin, or may live with other relatives or foster carers. Some children come from families who experience social exclusion, severe hardship; discrimination and prejudice because of the ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination linked to gender and some women are discriminated against because of the pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children's learning, attainment and life

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families using our setting. We aim to:

- promote equality and value diversity within the OOSC and foster good relations with the local community;
- actively include all families and value the positive contribution they make to the OOSC;
- provide a secure and accessible environment in which every child feels safe and equally included;
- improve our knowledge and understanding of issues of anti-discriminatory practice;
- challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
  - age; gender; gender reassignment; marital status; pregnancy and maternity; race; disability; sexual orientation; and religion or belief;
- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms.

### **POLICY**

#### **Admissions**

Our before and after school clubs are open to any child attending Hucknall National Primary School. Our holiday club is open to all members of the community.

- We base our Admissions Policy on a fair system;
- We do not discriminate against a child or their family, including preventing their entry to the OOSC based on a protected characteristic as defined by the Equality Act (2010);
- We advertise our service widely;
- We provide information in clear, concise language, whether in spoken or written form and provide information in other languages (where ever possible);
- We provide information on our offer for provision for children with special educational needs and disabilities;

- We ensure that all parents are made aware of our Valuing Diversity and Promoting Inclusion and Equality Policy;
- We make reasonable adjustments to ensure that disabled children can participate successfully in the services offered by the OOSC;
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act 2010;
- We reflect the diversity of our community and wider society in our publicity and promotional materials;
- We take action against any discriminatory, prejudice, harassing or victimising behaviour by staff, volunteers or parents whether by:
  - direct discrimination - someone is treated less favourably because of a protected characteristic e.g. preventing families of a specific ethnic group from using the service;
  - indirect discrimination - someone is affected unfavourably by a general policy e.g. children must only speak English in the setting;
  - discrimination arising from a disability - someone is treated less favourably because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity;
  - association - discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
  - perception - discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation;
- We will not tolerate behaviour from an adult who demonstrated dislike or prejudice towards individuals who are perceived to be from another country (xenophobia);
- Displaying of openly discriminatory xenophobic and possibly offensive or threatening materials, name calling, or threatening behaviour are unacceptable on, or around our setting and will be dealt with immediately and discreetly by asking the adult to stop using the unacceptable behaviour and inviting them to read and act in accordance with our policies and procedures. Failure to comply may lead to the adult being excluded from the premises.

### **Employment**

- We advertise posts and all applicants are judged against explicit and fair criteria;
- Applicants are welcome from all backgrounds;
- Applicants are welcome from all backgrounds and posts are open to all;
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community;
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks. This ensures fairness in the selection process;
- All our job descriptions include a commitment to promoting equality, and recognising and respecting diversity;
- We monitor our application process to ensure that it is fair and accessible.

### **Training**

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices;
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when they are required;

- We review our practices to ensure that we are fully implementing our Valuing Diversity and Promoting Inclusion and Equality policy.

### **Activities**

The activities offered in the setting encourage children to develop positive attitudes about themselves as well as to people who are different from themselves. They encourage development of confidence and self esteem, empathy, critical thinking and reflection.

We ensure that the OOSC is fully inclusive by:

- creating an environment of mutual respect and tolerance;
- modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- positively reflecting the widest possible range of communities within resources;
- avoiding use of stereotypes or derogatory images within our books or any other visual materials;
- celebrating a wide range of festivals;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning;
- ensuring that disabled children with and without special educational needs are fully supported;
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages

We will ensure that our environment is as accessible as possible for all visitors and service users. We do this by:

- undertaking an access audit to establish if the setting is accessible to all disabled children and adults. If access to the setting is found to treat disabled children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.

### **Valuing diversity in families**

- We welcome the diversity of family lifestyles and work with all families;
- We encourage children to contribute stories of their everyday life to the setting;
- We encourage mothers, fathers and other carers to take part in the life of the setting and to contribute fully;
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion;
- We offer a flexible payment system for families of differing means.

### **Food**

- We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met where ever possible;
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

### **Meetings**

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting;
- We encourage fathers to be involved in the setting especially those fathers who do not live with the child;

- Information about meetings is communicated in a variety of ways - written, verbal and on our website - to ensure that all mothers and fathers have information about and access to the meetings.

### **Monitoring and Reviewing**

- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and to value diversity;
- We provide a complaints procedure and a complaints summary record for parents to see.

### **Public Sector Equality Duty**

- We have regard to the Duty to eliminate discrimination, promote equality of opportunity, foster good relations between people who share a protected characteristic and those who do not.

### **Legal framework**

- The Equality Act (2010)
- Children Act (1989) & (2004)
- Children and Families Act (2014)
- Special Educational Needs and Disabilities Code of Practice (2014)

This policy was adopted by the committee of Hucknall National Out of School Club.