



ALL STARS AFTER SCHOOL CLUB
www.allstarsclub.co.uk



EQUALITY, DIVERSITY AND INCLUSION POLICY

1. General statement of policy

'Staff' includes employees, visiting activity providers and volunteers.

- We do not discriminate against anyone, children, staff or parents, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- We seek to ensure that people with disabilities are not discriminated against.
- We welcome all applications to join All Stars, whatever background or disability a child may have, in line with the club's admission policy.
- We promote the principles of fairness and justice for all through the activities we provide at All Stars and ensure that all children have equal access to the activities.
- We challenge stereotyping and prejudice whenever it occurs and strive to remove any forms of indirect discrimination.
- We ensure that our recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We celebrate cultural diversity and show respect for minority groups. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all, and to raise awareness of the diversity of Britain's multicultural society.

2. Procedures

2.1 Actions to support equality and diversity

- We adhere to the 12 steps to safer recruitment in *Recruiting Safely 2010*. We will seek to ensure that, people with disabilities are not discriminated against when applying for jobs at All Stars, and will take all reasonable steps to ensure that All Stars gives access to people with disabilities (see Equal Opportunity Policy, Copplesstone Methodist Church).
- We will, within our resources, make arrangements for children with special educational needs.
- We will ensure that staff treat children fairly, equally and with respect.
- When selecting activity material, staff will pay due regard to the sensitivities of all members of the club and will not provide material that is sexist or racist in nature.
- We will strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- Staff will challenge and intervene in a positive way against any occurrence of prejudice, racism or discrimination.

3. Related All Stars policies and forms

Incident/Accident Report Form
Behaviour and Anti Bullying Policy
Equal Opportunity Policy, Copplesstone Methodist Church

Date: *January 2015* **Signed:**

Reviewed: *August 2015* **Signed:**

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