



EQUAL OPPORTUNITIES POLICY

We aim to provide a setting that is free from discrimination, either direct or indirect. Our children are looked after in a setting which is non-gender stereotypical and promotes positive role models. Our policy and procedures adhere to the Race Relations Act 1976 in that we will not discriminate on grounds of sex, race, colour, religion, nationality, ethnic or national origins.

We achieve this by:

- Removing barriers to learning so that **every** child has an equal access to the full range of activities within the programme within the classes.
- Employing staff who receive training and support to ensure their delivery is reflective of current government legislation with regards to Equal Opportunities
- Practitioners being positive role models who treat all children equally within the Kiddie Fit UK classes without exception
- Adhering to the Government legislation of 'Every Child Matters' (2003)

ANTI-RACISM

The following procedures have been highlighted for the welfare and safeguarding of all children:

- Area 515 Fitness has zero tolerance of racism within the setting, and will act swiftly to address any matters that are raised by children, staff or parents. Action will be taken immediately should this be the case.
- We endeavour to make our classes welcoming for all.
- We support children to understand the importance of kindness, consideration and fairness to all.

THE ROLE OF THE STAFF

Staff are expected to adhere to our policy and to carry out procedures to reduce or eliminate any aspects of equal opportunities that may be encountered by:

- Ensuring that all children are treated fairly and with equal regard
- Ensure that children with disabilities are included fully in activities or that 'reasonable adjustments' are made for them (DDA 1995)
- To review policies yearly to ensure they are up-to-date and reflective of current practice



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- Safeguard children from discrimination, and act on any issues that may arise or seek support from a senior manager
 - To provide activities that are gender non-stereotypical and are fully inclusive.
 - Ensuring that colour is not accredited to gender

ROLE OF THE MANAGER

The Manager is responsible for equality throughout the setting. They are expected to:

- Implement and explain the Equal Opportunities Policy to staff and their roles within
- To provide training for new staff and refresher courses for staff who may not have attended training for some time
- Be involved with the recruitment of new staff with keen regard to the role of the practitioner with a particular emphasis on equal opportunities
- Treat and deal swiftly and effectively with any reports of anti-discriminatory practice throughout the setting
- To log and investigate any reported instances and monitor for quality assurance

MONITORING AND REVIEW

The overall responsibility for monitoring and the review of the effectiveness of the policy lies with the owner .

25th October 2017