

CHIPS Playscheme

Registered Charity No. 1189799

Equal Opportunities Policy

This document sets out the playschemes policy. It is essential that everyone fully understands the principle and operation of the policy and that we all accept responsibility for its overall effectiveness. This policy will be given to all staff, management and parents as part of an induction procedure.

The policy includes:

- The aims of the policy
- Statement of intent
- Methods of implementation
- Monitoring and evaluation method

Chips Playscheme is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment promoting British Values, free from discrimination, for everyone in our community.

1. Aims of the policy

This policy aims to challenge discrimination in all areas of our Group by counteracting and eliminating both direct and indirect discrimination in decision-making, employment practices and service provision, to ensure that our scheme strives to achieve equality of opportunity for all.

We aim to ensure that the scheme reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work and to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.

We aim:

- To ensure that the make-up of the management committee and playscheme staff at all levels reflects the make-up of the local community.
- To establish good links with organisations or groups of people facing discrimination.
- To ensure that premises are accessible for all members of the community. This may mean adaptation or conversion.
- To consider equal opportunities in all areas of the committee and the Playscheme which includes:
 1. Staff recruitment and training
 2. Ensuring activities offered are accessible to every child
- To consider awareness within the scheme of the needs of those who face discrimination and the effects discrimination in society in general.
- We will endeavour to challenge any offensive behaviour, language or attitudes with regard to any of the "Protected Characteristics" (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity,

Race, Religion or Belief (including lack of belief), Sex and Sexual Orientation) as outlined by the Equality Act 2010 and associated legislation.

Chips Playscheme recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents, as set out in the 'Partnership with Parents' policy. As such, Chips Playscheme will both welcome and encourage parents to become involved in Chips Playscheme Committee by being a parent representative, and to comment on the effectiveness of its policies and procedures and running of our scheme via our evaluations.

2. Statement of intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, marital status, whether they are a lesbian or a gay man, age, social class, religious belief, employment status or if they are HIV positive.

Accordingly, we are strongly committed to positive action to remove and/or counter discrimination in all aspects of our work; in practice as employers, in the way we work with other organisations, and in all our work with the children and families.

3. Implementation

Members/user groups and delivery of service

To create an environment that is welcoming to all and free from discrimination, Chips Playscheme will:

Ensure that equal opportunities will be considered in all aspects of the service the playscheme provides. This will be reviewed regularly and monitored for effectiveness by the management committee.

Language or behaviour deemed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated from the committee members and within the playscheme. Membership rules and notices to users should explicitly state that discriminatory language or behaviour is not acceptable.

We will ensure that Chips Playscheme is open and available to all parents/children that meet our booking and requirements linked to funding from outside agencies and then after priority booking is closed ensure children in the local community have equal access on a first come first served basis.

Ensure that issues regarding any of the Protected Characteristics do not inhibit a child from appropriately accessing our playscheme.

Treat all children and their parents with equal concern and value.

Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning our programme of activities that are offered through the scheme.

Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

Ensure that Chips Playscheme's recruitment policies and procedures reflect the procedures set out by the Management and Committee are open, fair and non-discriminatory.

Ensure that all members of Playwork staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of their work.

Encourage and support Playworkers to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management and Dealing with Harassment policies.

Treat seriously any Playworkers found to be acting, or who have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures.

Work to fulfil all the legal requirements of the Equality Act 2010.

The Playscheme will designate an Equal Opportunities Co-ordinator (ENCO) and ensure appropriate training is undertaken for the role. The ENCO is responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Playworkers receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

4. Monitoring and Evaluation

The management committee will regularly monitor the playscheme to ensure our Equal Opportunities Policy is being fulfilled. Staff will receive on-going training and will be aware of up-to-date information.

Discriminatory language or behaviour is not acceptable within the rules of the constitution. We will take positive steps to deal with any problems arising. Parents will be involved in the development and evaluation of this policy.