



Equal Opportunities

PopSOC is committed to taking positive and pro-active steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

PopSOC recognises 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, sexual preference, age, social class, creed, employment status or because of any medical conditions, such as AIDS.

PopSOC is committed to the principle that all children should be treated with equal concern, valuing them as individuals and enabling them to develop positive attitudes to differences in gender, race, culture, religion, language and ability.

Aim Of The Policy

This policy aims to challenge discrimination in all areas of our service. We aim to ensure that PopSOC reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work. We aim:-

- ∨ To ensure that the structure of the Management Committee and staff team at all levels reflects the structure of the local community
- ∨ To endeavour to ensure that premises are accessible for all members of the community
- ∨ To increase awareness within the club of the needs of those who face discrimination in society in general
- ∨ To consider equal opportunities in all areas of our service and work
- ∨ To ensure the club's recruitment procedures are open, fair and non-discriminatory
- ∨ To challenge any offensive behaviour with regard to a person's gender, religious beliefs, ethnic origin, etc.
- ∨ To consider establishing specific projects to promote equality of opportunity
- ∨ To have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the club's programme of activities

- ∇ To help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- ∇ To ensure that the service is promoted to families who, because of disability, ethnicity, income, etc. may not otherwise consider using it
- ∇ To treat all parents and carers with equal value and respect
- ∇ To ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the club's services
- ∇ To work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

The Manager is responsible for ensuring the Equal Opportunities Policy is kept up-to-date with current legislation and will ensure that all staff are familiar with the Equal Opportunities Policy.

Staff will behave as positive role-models for the children, showing respect and tolerance to all people and challenging any negative attitudes. Any staff displaying offensive discriminatory behaviour will be dealt with according to the Staff Discipline Policy.

All the club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

Policy written January 2009

Policy agreed