

# **Peak Time Kids Club**

## **Equal Opportunities Policy**

Peak Time Kids Club is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

Peak Time is committed to:

Valuing and respecting the individual, fighting discrimination, providing equality of opportunity for all and ensuring that all children are able to enjoy play activities and use the Club without discrimination.

In accordance with the Equality Act 2010 Peak Time staff and volunteers and its management committee will support, encourage, and work towards the elimination of discrimination in any form, whether it be on the grounds of colour; ethnic origin; gender; culture; physical, sensory or mental ability; marital status; social class; religious belief; sexual orientation; or employment status.

The Management Committee will encourage and support staff 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 and Behaviour Policy.

Equal opportunities will be considered in all aspects of the organisation of the Club in order to ensure that it reflects the needs of the local community as a whole.

Peak Time will welcome the opportunity to discuss with parents ways of meeting the needs of their children who may have specific needs or disabilities.

Peak Time will ensure that the premises are accessible to all members of the community and will make reasonable adjustments for children with disabilities. Extra staffing will be considered.

Equal opportunities will be considered in all activities, resources and advertising.

Reviewing, monitoring and evaluating the effectiveness of inclusive practices will take place at each staff meeting and reported back at Management Committee meetings.

Peak Time will strive to promote non-stereotypical traditions, values and environments in its choice and provision of equipment and activities.

Implementation of the policy will be reviewed every 2 years, unless new legislation is introduced, by the Coordinator and management committee.

The Special Educational Needs Coordinator is Rebecca Lambert (currently on maternity leave)