

EQUAL OPPORTUNITIES POLICY

KIDSIZE CLUB LTD. PRIDES ITSELF IN PROVIDING EQUAL OPPORTUNITIES FOR ALL OF ITS EMPLOYEES AND CHILDREN REGARDLESS OF DISABILITY, RELIGION, SEXUAL ORIENTATION, CULTURE, GENDER, ETHNIC ORIGIN, COLOUR, CLASS OR AGE.

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of Kidsize.
- Achieve an environment in which members of Kidsize can be respected as individuals and in which the varied experiences of the members can enrich the life of the club.

Principles:

Kidsize Club Ltd. is committed to Equal Opportunities and Inclusion. We aim to produce a sense of community and belonging, and to offer new opportunities to children who may have experienced previous difficulties. We model Equal Opportunities and Inclusion in our staffing policies, relationships with parents/carers and the community in order to meet legislative requirements as laid down in the Equality Act 2010.

Equal Opportunities is the responsibility of Kidsize. Kidsize ensures that staff expectations of different race/religious belief groups are no different.

All staff, parents/guardians and children regardless of race, ethnicity, disability, gender and socio economic background, are welcome and will be encouraged to participate in the club activities.

Kidsize Club Ltd. recognises its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good race relations.

Actions:

Statements of equality dimensions and opportunity will be printed in all documentation e.g. policies and handbooks.

Staff will receive training in relevant aspects of equal opportunities to ensure their ability to actively support this policy.

Parents and children will receive information detailing Kidsize's rules identifying expectations of behaviour in the parent handbook.

Kidsize Club Ltd. will make all reasonable effort to ensure that activity clubs are accessible and convenient for all and take into account particular needs and requirements, e.g. physical access, child care and language support.

What follows are the different areas in which Kidsize Club Ltd. will pay particular attention to ensuring that there is Equal Opportunity for all.

Equal Opportunities - Multi-Cultural:

It is our policy:

- To incorporate a balanced view of the world through a multi-cultural approach.

- To recognise that our attendees are world citizens who will meet a wide variety of cultures throughout their lives.

Equal Opportunities - Gender:

It is our policy:

- To seek to promote non-sexist attitudes in both children and staff.
- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sexual stereotyping.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- 1) Are all children able to try out new roles in activities?
- 2) Are all tasks shared equally between all genders?
- 3) Do all children get an equal chance to use equipment and resources?
- 4) Are our responses to challenging behaviour the same to all genders?
- 5) Are people of different genders from other cultures presented to children in a non-stereotypical way?

Equal Opportunities - Race:

It is our policy:

- That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- To challenge racism in the context of the Kidsize Club community.

In order to fulfil the above, the following types of behaviour will not be tolerated:

- 1) Provocative behaviour, i.e. wearing of any racist badges or insignia.
- 2) The use of verbal abuse or name calling of a racist nature.
- 3) The encouragement of others to behave in a racist manner.
- 4) The ridiculing of an individual for cultural differences.
- 5) The telling of racist jokes or stories.
- 6) The exclusion of others because of their culture, ethnicity or race.

Equal Opportunities - Ability:

It is our policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and leader time regardless of their academic achievements.
- To value all efforts and achievements of children.

This does not mean that we will treat all children in the same way, but that we will respond to children in ways which take account of their varied life experiences and needs.

Kidsize Club Ltd. sees the inclusion of children identified as having special educational needs as an equal opportunities issue.

Equal Opportunities - Class:

It is our policy:

- That children should not be treated in any way differently because of an assumed social class.
- That assumptions will not be made as regards class difference.

Equal Opportunities - Physical Disability:

It is our policy that:

- Children should not be treated in any way differently to others due to their individual physical disabilities and needs.
- A provision should be made for the individual special needs of any disabled children attending Kidsize Club Ltd.
- A physically disabled child has a right to take part in all activities at Kidsize Club in so far as their individual disability allows them to do so.

MANAGING EQUALITY IN PRACTICE

1. Admission – Kidsize Club Ltd. does not permit sex, race, colour or disability to be used as criteria for admission.
2. Registration – Children’s names will be accurately recorded and correctly pronounced. Children will be encouraged to accept and respect names from other cultures. Children’s gender identity will be respected and correct pronouns used.
3. Discrimination -All forms of discrimination by any person within the Kidsize Club Ltd.’s responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden at the club. Staff should be aware of possible cultural assumptions and bias within their own attitudes. Parents should be aware of Kidsize’s commitment to equal opportunities. Incidents will be recorded.
4. Language – Kidsize Club Ltd. views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

EQUAL OPPORTUNITIES SPECIFIC TO STAFF

Kidsize Club Ltd. is an equal opportunities employer. Kidsize prides themselves in providing equal opportunities for all of its employees and children regardless of disability, religion, sexual orientation, culture, gender, ethnic origin, colour, class or age.

Protected Characteristics

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or

because they are associated with someone who has a Protected Characteristic, in particular but not only, in relation to:

- Recruitment and selection
- Promotion, transfer and training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies
- Conduct at work
- Procedures ensure fair and equitable treatment in relation to admission and assessment of students

Implementation

Kidsize Club Ltd. with the assistance of the staff will:

- Break down any barriers to equality of opportunity which may prevent staff members realising their full potential or accessing benefit
- Advertise vacancies and ensure job selection criteria are appropriate for the job.
- Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary.
- Ensure that all members of staff are fully informed and trained on this Policy.
- Existing procedures are reviewed and examined to ensure they are not discriminatory in their operation

Recruitment and Selection

Kidsize Club Ltd. is committed to achieving and maintaining a workforce which represents the population within our recruitment areas in terms of race, colour, nationality, national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age and disability (together known as “Protected Characteristics”).

Disability

If you are disabled or become disabled, Kidsize Club Ltd. encourages you to tell us about your condition so that we can support you as appropriate.

A disability will not of itself justify the non-recruitment of an applicant for a position. Such reasonable adjustments to the application procedures shall be made as are required to ensure that applicants are not disadvantaged because of their disability.

If you experience difficulties at work because of your disability, you may wish to contact the Company Director (Corinne Millar) to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your Company Director may wish to consult with you and your medical advisor about possible adjustments and you may be required to give your consent to a report being produced about your state of health and ability to perform your duties. We will

consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable, we will explain our reasons and try to find an alternative solution where possible. Once an adjustment has been made its operation may need to be reviewed at agreed intervals, to assess its continuing effectiveness.

Kidsize Club Ltd. will make such adjustments to work arrangements or the premises as are reasonable to enable a disabled staff member to carry out their duties. This will include, but is not limited to, consideration of the provision of specialist equipment, job redesign and flexible hours.

Where during the course of their employment a disabled member of staff recognises their need for a reasonable adjustment to be made to work arrangements or premises, they should discuss this requirement with the Company Director.

Harassment & Bullying Policy

Harassment of any kind is not accepted at Kidsize Club Ltd. as detailed in Kidsize's Anti Bullying Policy, and within the staff handbook.

Monitoring of the policy

Equality of opportunity will be reviewed regularly. We commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

The effectiveness of the above policy and our practice will therefore be evaluated every year. This will be done every two years by the Company Director in consultation with the whole Kidsize Club Ltd. staff and attendees.

Updated Policy: 24/07/2020 **By:** Jenna Millar

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