

## Out of school Club

# EQUALITY & DIVERSITY POLICY

### Statement of Intent

At out of school Club we are committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

### Aim

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities.
- Improve our knowledge and understanding of issues of equality and diversity.
- Make inclusion a thread which runs through all of the activities of the Pre-School/out of school.

### Methods

#### Admissions

Club LG is open to all children attending St Gregory's.

- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability, or refuse a child entry to our out of school club because of any disability.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by Club LG and in the activities offered.

#### Activities

In Club LG the activities we offer not only encourages the child to develop positive attitudes about themselves and build good relationships but also develop the skill of empathy with others.

We do this by:

- Making children feel valued and good about themselves.



- Avoiding stereotypes or derogatory images in the selection of materials.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that the activities offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children whose first language is not English have full access to the activities and are actively encouraged to speak in their home language.
- Encouraging children to contribute stories of their everyday life.
- Giving children the opportunity to develop their skills regardless of ability.

### *Food*

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, cultural approaches to snack times and to respect the differences among them.

This policy was adopted by: Club LG	Date: 4 <sup>th</sup> December 2023
To be reviewed: 4 <sup>th</sup> December 2026	Signed: 