

1-2-3 After School Club

EQUAL OPPORTUNITIES POLICY **STAFF AND CHILDREN**

It is the policy of the Club that all eligible persons will have equal opportunity for employment and advancement, irrespective of perceived religious belief, political opinion, gender and disability.

The Club will appoint the best person for each job, and will treat fairly all applications and those appointed.

No application will be rejected on the grounds of religion, age, gender or sexual orientation, class, means, families, disability, colour, ethnic origin, culture, provided this does not impede their capacity to do the job. Commitment to implementing the club's Equal Opportunity Policy will form part of the job description for all workers. Advertising will be in local papers and this will be stated.

Candidates will only be asked questions relevant to the job and the same to each candidate. When interviewing, each member of the panel will have selected questions, to ensure fairness.

The admission policy for children offers equal access to all families in the community from all cultures, financial and religious backgrounds.

Each child of every social class, religion, race and disability is encouraged and helped to achieve his/her full potential.

All children need to play and are entitled to play opportunities that are appropriate to their level of development.

The group promotes equality of opportunity for all children and their families regardless of religion or culture and wherever possible, we will provide for children who have particular special needs.

The children are encouraged to explore and enjoy all materials and activities. The group provides jigsaws, posters, role-play and books, which provide images from different social and cultural backgrounds.

We believe that the Club's activities should be open to all children and their families and to all adults committed to their welfare. We aim to ensure that all who wish to work in or volunteer to help with our playgroup have equal chance to do so.
