

BUSY BEES AND THE AFTER SCHOOL ACTIVITIES EQUAL OPPORTUNITY POLICY

OVERVIEW

It is the policy of Busy Bees and the after school activities to promote equal opportunity in all areas of our life and work. We will not tolerate inequality in any area of Busy Bees and the after school activities life or work. All will be treated equally and given equal access to the activities and life of the Busy Bees and the after school activities. All will have equal opportunity to benefit from the provision that is on offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all. We are committed to meeting the needs of each individual especially those identified in the 2010 Equality Act. All protected characteristics will be recognised and accepted and embedded in all areas: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.

INTENT

1. To ensure that all children have equal access to a rich, broad, balanced and relevant childcare.
2. To ensure that the activities on offer promotes equality, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristics these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.
4. To recognize, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organization and delivery of appropriate activities to ensure that this policy for equal opportunity is woven into all we do.
6. To ensure that children and parents are fully involved in the provision made by the school.
7. To ensure that within the Busy Bees and the after school activities budget appropriate funding is provided to underpin this policy.

IMPLEMENTATION

1. The needs of each individual especially those identified in the 2010 Equality Act will be met. All protected characteristics will be recognised and accepted and embedded in all areas of our work: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.
2. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the Busy Bees and the after school activities reflect the objectives of this policy.
3. Parents will be involved and consulted about the provision being offered by Busy Bees and the after school activities.
4. The diversity within Busy Bees, the after school activities and the wider community will be viewed positively by all and this diversity will be recognized as a rich resource for childcare, learning and play.
5. The positive achievements of all Children will be celebrated and recognized.

IMPACT

This policy will play an important part in the development of individual Children. It will ensure that all children are treated as favourably as others and that Busy Bees and the after school activities will make all the reasonable adjustments necessary to promote equal opportunity. Children from all backgrounds will be treated as equal and valued members. We are committed to meeting the needs of each individual especially those identified in the 2010 Equality Act. All protected characteristics will be recognised and accepted and embedded in all areas: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.

Revised and adopted by the Governing BodyDate.....Review Date.....

Reviewed by A. Parker Oct 24
Approved by Governing Board
Policy to be reviewed Oct 25

