



Equality and Fairness Policy

We will ensure that QPG Hub After School Club is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability.

Our setting is committed to anti-discriminatory practice and to promote equality of opportunity and valuing diversity for all children and families.

We aim to:

- Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all of the activities at our setting.

Procedures at QPG Hubs After School Club - we advertise our service within the local community, providing clear and concise information whether in written or spoken form.

Our administration policy is based on a fair system which allows equal access to the hub by allowing parents to pick and choose 3 days regardless, of whether they are regular sessions, inconsistent over the half term holidays or at times by last minute arrangement.

We ensure that no member of staff discriminates against a child or their families on the basis of their colour, gender, sexual orientation, ethnicity, religion or social background.

Equally we ensure that we do not discriminate against a child with disabilities and that they can participate fully in the hub's activities.

Any member of staff who does, disciplinary action will be taken against them.

The club encourages children to develop positive attitudes about themselves as well as people who are different from themselves through:

- Making children feel valued and good about themselves
- Celebrating a range of festivals and celebrations both religious and community based
- Creating an environment of mutual respect and tolerance
- Positively reflecting the widest possible range of communities in the choices of resources whilst avoiding stereo types or derogatory images.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable



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· Ensuring that children speaking languages other than English have the same access to activities.

All staff have a right to not experience behaviour which ignores or offends anyone on the grounds of race, nationality, gender, sexual preference, ability, social background or age. This includes verbal and physical abuse from parents, guardians and site visitors.

We shall foster a positive atmosphere of mutual respect and trust among children & staff.

We aim to create an environment in which all children, their families, staff, third party organisations, volunteers and our leadership team can feel safe and unthreatened.