

## **North City Children's Centre** **Equal Opportunities**

**North City Children's Centre is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.**

The Children's Centre equal opportunities procedures aim to help everyone involved in the Children's Centre to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The Children's Centre aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The Children's Centre will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, religion, culture, gender, language, sexual orientation and disability.

The Children's Centre recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the Children's Centre will both welcome and encourage parents and carers to get involved in the running and management of the Children's Centre, and to comment on the effectiveness of its policies and procedures.

The Children's Centre will facilitate regular opportunities for consultation with parents/carers about the service that the Children's Centre provides, as a means of monitoring the effectiveness of the equal opportunities policy.

### **Equal Opportunities Procedures**

To realise the Children's Centre objective of creating an environment free from discrimination and welcoming to all, the Children's Centre will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
  
- Ensure that a persons race, ethnicity, nationality, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Children's Centre services.

- Treat all children and their parents/carers with equal concern and value.
  
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities in planning and implementing the Children's Centre programme of activities.
  
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
  
- Ensure that the Children's Centre recruitment policies and procedures are open, fair and non-discriminatory.
  
- Endeavour to recruit a staff team that reflects the make-up of the Children's Centre local community.
  
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
  
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management, and Dealing with Racial Harassment policies.
  
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.
  
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

The Co-ordinator will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receives appropriate training.

