

A decorative border of blue birds, possibly swallows, arranged in a rectangular frame around the text. The birds are facing right and are spaced evenly along the top, bottom, and sides of the page.

Equal Opportunities Policy

Statement: O.J.Rocks is committed to provide and achieve equal opportunities for the children in our care and their families. We believe that excellent childcare is, by definition, non-sexist and that the elimination of sexism will benefit all children.

Our aim is to provide an environment where children have the freedom to explore race, class, sex, disability, national origins and religious beliefs by providing the essential toys, equipment and learning opportunities. Positive images of women, men, disabilities, cultures and level of ability will be reflected through the activities.

Our club will maintain a non-discriminatory approach, working with children and parents. Each individual will be treated equally regardless of their race, gender, culture, disability, religion or beliefs.

Children, parents and staff will be listened to and able to express their views. We acknowledge that pre-conception relating to gender and sexism are abundant within language and we will challenge such language where appropriate.

Staff training to further knowledge of other cultures and festival, where appropriate will be accessed to enhance the provision.

Being a positive role model, through interaction, encouragement and support we hope to teach children to value and respect not only themselves but each other.

We value any information given to us by parents/carers.

Activities

O.J.Rocks Fun Club offers children the opportunity to experience all activities and through these, develop and grow. Staff actively encourage non-stereotypical behaviour and anti-discriminatory practices and include multi-cultural activities in any plans so as to reflect the multicultural society in which we live.

Staff

O.J.Rocks Fun Club will actively encourage recruitment of staff and volunteers of both sexes and value the diversity of experience and skill. Staff is encouraged to have access to organized training and to assess their own development needs.

Procedures

If any incident of bullying, name-calling, racism or sexism is reported or observed by a member of O.J.Rocks Fun Club, this will immediately be challenged by the member of staff observing the incident. If the problem persists, then the details of the incident will be passed on to the Club Supervisor, who will arrange to talk with the parents of those involved. A record of any such incident will be kept.

Planning

We strive to achieve this by:

- Planning and providing an environment that offer good quality play experiences to reflect children's individual needs and abilities.
- Providing opportunities for children to access equipment and resources independently, we aim to promote freedom of choice. We monitor this carefully, with observations of the children at play and by sharing these evaluations or concerns with other team member's; from this we can make plans to meet the individual child.
- Treating each child as an individual.
- Treating and addressing people the way we would expect to be treated OURSELVES, courteously and with respect. We listen to what children have to say and value any comments or suggestions they make.
- Providing resources and equipment that demonstrates disability, gender, race and that promotes and celebrates cultural books and books that are non-stereotypical to gender roles. We have dressing up clothes and the dolls promote culture diversity and disability.
- Challenging a breach of equal opportunity and taking the matter very seriously.

