

The Dockland Settlements

Equal Opportunities Policy

The Dockland Settlements is committed to provide equality of opportunity for all children and families.

The Dockland Settlements works in accordance with all relevant legislation, including:

Disabled Persons Acts 1958 1986

Race Relations Act 1976

Sex Discrimination Act 1986

Children Act 1989

We believe that the centre's activities should be open to all children and 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 club has an equal chance to do so.

Volunteers

The Dockland Settlements will appoint the best person for each job and will treat fairly all volunteers for jobs and all those appointed.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Families

The centre recognises that many different types of family successfully love and care for children.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the centre and in our society as a whole and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals that are celebrated in our area and/or by the families involved in the setting.

1. Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others and will be introduced where appropriate to the stories behind the festival.
2. Before introducing a festival with which the adults in the setting are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.
3. Children and families who celebrate festivals at home with which the rest of the setting is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
4. Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured.

Activities and the use of equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children and adults a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials and equipment will be selected to help children and adults develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

The setting recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs.

Planning for play setting, meetings and events will take into account the needs of people with disabilities.

Discriminatory behaviour/remarks

These are unacceptable in the setting.

The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Language

Information, written and spoken will be clearly communicated in as many languages as necessary.

Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the play setting.

Food

Medical, cultural and dietary needs will be met.

Meetings

The time, place and conduct of our meetings will ensure that all families have an equal opportunity to be involved in the running of the club.