

EQUALITIES

INCLUDING: EQUAL OPPORTUNITIES

Our Club is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and wholeheartedly adhere to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

The Club accepts its duty to try to eliminate discrimination and to promote equality of opportunity and good race relations. All staff and children at the Club are entitled to an environment free from harassment and discrimination, as outlined in the Equal Opportunities policy.

PREVENTING RACIAL HARASSMENT AND DISCRIMINATION:

Proactive steps can be taken to prevent racial harassment and discrimination, and Roundabout believes that this is more effective than tackling a situation once it has already occurred. Therefore, alongside the procedures outlined later in this policy to deal with incidents of racial harassment and discrimination, we will:

- Ensure that all children are valued, irrespective of their race, colour, nationality or ethnicity.
- Encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity.
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community.
- Promote good relations between different ethnic groups and cultures within the Club and in the wider community.
- Ensure that different cultural and religious needs are met, understood and communicated to all individuals involved in the Club.

. Provide activities to celebrate different festivals to help the children learn and understand different faiths and cultures in our multi-cultural society.

EXAMPLES OF RACIAL HARASSMENT AND DISCRIMINATION:

Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. Some examples of unacceptable behaviour include:

- The use of patronising words or actions, towards an individual for racial reasons including name calling, insults and racial jokes.
- Threats made against a person or group of people because of their race, colour, nationality or ethnicity.
- Racist graffiti or any other written insults or the distribution of racist literature.
- Physical assault or abuse against a person or group of people because of their race, colour, nationality or ethnicity.
- All staff and children should be encouraged to take responsibility for promoting racial tolerance and for protecting each other from racial harassment and discrimination by reporting any suspected incident to the Manager/Deputy.

THE CLUB AS AN EMPLOYER:

As an employer, Roundabout is committed to ensuring that the workforce reflects the multicultural community that it serves. To this end, the Club will:

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places.
- Ensure that the Club's human resource procedures prohibit racial discrimination and harassment and investigate any concerns when this is suspected of failing.
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures and Behaviour Management policies.
- Collect and monitor information about the ethnic background of the staff team and children.

ADDRESSING RACIAL HARASSMENT AND DISCRIMINATION:

If a member of staff or a child becomes aware of an incident of racial harassment or discrimination occurring at the Club, they will be encouraged to report the incident to the Manager or Deputy.

Any allegation made against a member of staff or a child will be investigated thoroughly. The individual concerned will be told that such behaviour will not be tolerated at the Club, and that steps will have to be taken to ensure that it does not happen again.

Each incident will be fully investigated and details will be recorded in a separate section of the Incident Record Book.

In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation, in accordance with the provisions of the Behaviour Management policy. However, if a solution cannot be found, then Roundabout may have to inform the child – and their parent/carer – that they are no longer able to attend sessions at the Club, in accordance with the Suspensions and Exclusions policy.

In the case of staff, provisions within the Staff Disciplinary Procedures policy will be activated and a record of the incident will be kept and made available to statutory authorities if appropriate.

The Management Committee, Manager and Deputy are responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential, with initials being used in the place of names in the Incident Record book. In cases where the Manager or Deputy is involved in an allegation, the Management Committee will handle the incident.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion from the Club, where all other efforts have failed to provide a satisfactory resolution.

EQUAL OPPORTUNITIES:

Roundabout 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 club's equal opportunities procedures aim to help everyone involved in the club to counteract and eliminate both direct and indirect discrimination. We strive to achieve equality of opportunity for all in decision-making, employment practices, and service provision.

Roundabout aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity, and is equally accessible to everyone. The club will challenge any offensive behaviour, language, or attitudes, with regard to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The club recognises that achieving the objectives of our Equal Opportunity Policy relies on the involvement of all staff and committee members and parents/carers.

The club welcomes and encourages all parents and carers to be involved with the running and management of the club, and to comment on the effectiveness of its policies and procedures. We provide regular opportunities for parents/carers to give their opinions on the service the club provides through surveys and Parent/Carer feedback.

EQUAL OPPORTUNITY PROCEDURES:

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

- Ensure that children and their parents/carers are not inhibited from accessing our services because of age, race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation or disability by following the admission criteria to the letter.
- Treat all children and their parents/carers with equal concern and respect.
- Have regard for promoting understanding, respect, and awareness of diversity, equal opportunities issues in planning and implementing the club's 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 club's recruitment policies and procedures are open, fair and non-discriminatory.
- Ensure that all staff are aware of and understand the Equal Opportunities Policy and how it relates to their work. The staff are encouraged and supported to act as positive role models to the children by displaying and promoting tolerant and respectful behaviour, language and attitudes. They will challenge any discriminatory behaviour, promptly and calmly taking the appropriate intervention. Staff will inform the Manager/Deputy of all incidents, and everything will be recorded in the Incident book.

The Committee and Management team encourage all members of staff to receive appropriate training.

Where any member of staff has been acting in a discriminatory manner, the Committee or Playleader will treat such incidences as a serious offence and will take action in accordance with the Staff Disciplinary Procedures.

All the club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

