



The Dell  
Out of School Club

Registered Charity No. 1038546

Policy No.

**DP - 009**

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## Equal Opportunities Policy

The Dell is a caring community where each individual (child, parent/carer and staff member) can expect to be shown respect and be free from discrimination.

The Dell Out of School Club pledges itself to provide children and staff of all races, beliefs, family circumstance, gender and abilities with a caring community in which they find safety and respect for themselves, their cultures and traditions.

We are committed to providing equal access to all our facilities and the childcare we offer.

We aim to provide children with a range of activities, meeting the widest possible range of needs and interests. We strive to facilitate integrated play, bringing together children of different ages, race, culture, class, gender and ability into combined and co-operative activities.

We encourage participation of all parents and carers through regular contact and discussion, support of Dell activities, at the AGM, open meetings and committee meetings.

The Dell is an equal opportunities employer and aims to ensure that no job applicant or employee is unfairly discriminated against on the basis of gender, age, race, culture, class or family circumstance.

We strive to ensure that all staff are shown respect at all times and are given support and development opportunities through training and experience enhancing activities as far as is practicable.

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*Policy adopted:* 1 April 2003

*Approved by:*

*Co-ordinator*

*Chair*

*Review Date:*

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*We are committed to continually providing high quality affordable child-centred care with positive play opportunities for every individual in the club in a safe, happy environment in partnership with parents.*