



The Dell Out of School Club

Registered Charity No. 1038546

Policy No.

DP - 018

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Race Equality Policy

Aims and Values

It is the aim of The Dell to eliminate unlawful racial discrimination and to promote good race relations within the group.

This will be done through:

- Teaching and training of staff where possible
- Ongoing assessment of behaviour and discipline of Dell members
- Partnerships with parents and guardians
- Admissions into the group
- Staff recruitment

Commitments

We are committed to:

- Actively tackling racial discrimination and promoting good race relations
- Encouraging, supporting and helping staff to reach their potential
- Working with parents and guardians to tackle racial discrimination and to promote good practice
- Making sure the Race Equality Policy and its procedures are followed

Responsibilities

The Dell Management Committee are responsible for making sure the group complies with the amended Race Relations act 1976 and making sure the Race Equality Policy and its procedures are followed.

All staff are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping
- Promoting good race relations and avoiding discriminations against anyone for reasons of race, colour, nationality or ethnic or national origins



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- Keeping up to date with the law on discrimination and taking up training when possible

Policy adopted: August 2002

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.