

STAY AND PLAY

EQUAL OPPORTUNITIES POLICY

PHILOSOPHY

As a group we are committed to providing equality of opportunity for all, regardless of sex, race, class or disability.

We strive to make our service truly accessible to all, the children using it, the community we serve, and our staff. Equality of opportunity is central to all our work.

PRINCIPLES

We intend to ensure access for all who wish to use our service.

All of our posts are open to either sex and we are entirely opposed to discrimination by gender, race, etc. We aim to keep up to date with Equal Opportunities legislation.

All staff should be aware of good equal opportunities practice within play work. Equal opportunities is the responsibility of the Educational consultant Mrs C Szwed and any cause for concern should be reported to her.

PRACTICE

We realise that play provides opportunities for aspects of social development, and we give careful consideration to grouping. We avoid sex- stereotyping of activities and ensure that girls are given equal access to activities such as snooker and boys to activities such as cooking.

We have evidence that our service has enabled many women to work part- time or undertake a college course which they were unable to do before as primary childcarers.

We have kept our costs at a reasonable level and offer discounts for families and places for occasional use.

We welcome the opportunity to work with social services in offering places for children in need although at present we are unable to do so due to the delay in registration.

We advertise our vacancies in differing outlets including the Job Centre thus providing opportunities to as many people as possible.

We are able to monitor the gender balance of the group to ensure that we are not restricting provision, at present we have a fairly equal balance.