

# **St. Peter's Out of School Care Limited**



## **Equality Policy (NMS 11.5)**

**EQUAL OPPORTUNITIES POLICY**

The company and all stakeholders are aware that the Equality Act 2010 combines and builds upon the legislation that covers discrimination and promotion of equality of opportunity for all clients, staff and visitors to the care setting.

The company recognises that this Act brought together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination.

The company, through its policies, practice and procedures relating to clients, staff and visitors ensures everyone's right to be treated with equity, fairness, consideration, dignity and respect. The company, through its policies, practice and procedures relating to clients, staff and visitors is opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The company actively ensures through its policies, practice and procedures relating to clients, staff and visitors no individual or group is victimised, harassed or bullied by other individuals or groups based on assumptions or assertions about their status in the afore mentioned categories or on any other basis or grounds that compromise their rights or opportunities.

Based upon the company's position that all individuals are equal, the company aims to structure the activities, the organisation and the management of the operational setting, so that all individuals are offered and experience equal opportunities that are designed to ensure full access, participation, consideration, respect and inclusion, for advancement and for growth of all clients.

The company reflects equal opportunities and anti-discriminatory practice in all its policies and procedures. This means that it ensures that each person associated with the company (child or adult) is valued for his/herself, regardless of their race, disability, gender, religion or belief, age, gender reassignment/identity or sexual orientation (protected characteristics Equalities Act 2010).

The company through its policies, practice and procedures aims to be accessible, welcoming and representative of all people using or providing care at the operational setting.

### **AIMS and OBJECTIVES**

- The company does not discriminate against anyone, be he or she staff or child, on the grounds of race, disability, gender, religion or belief, age, gender reassignment/identity or sexual orientation. This is in line with the 2010 Equalities Act and covers both direct and indirect discrimination.
- The company is committed to eliminating any unlawful discrimination and expect respect for people of all backgrounds.
- The company promotes the principles of fairness and justice for all through the activities that are provided at the setting and ensure that all children have equal access to the full range of opportunities offered.
- The company ensures that all recruitment, employment, promotion and training systems are respectful, considerate and fair to all.

- The company and its staff challenge stereotyping and prejudice whenever and wherever it occurs.  
The company through the practice at the setting recognises and celebrates the cultural diversity of our client base and wider society and showing respect and consideration for all minority groups.
- The company and staff are aware that prejudice and stereotyping is caused by low self-image and ignorance and these practices are corrosive to developing healthy relationships.

Through positive experiences, recognition, understanding and support for each individual's point of view, the company and its staff aim to promote tolerant, social attitudes and respect for all.