



## Equal Opportunities Policy

Policy no	Version	Date	Review frequency	Next review date	Policy owner
CP (OP10 )	2	March 2017	Annually	March 2018	L.Graham/ S.Davies

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Name	L. Graham/S.Davies	Signature	
Designation	Registered Person/ Head of Care	Date	March 2017

## **2: Equal Opportunities Policy – Children**

Equality and diversity runs through all aspects of Our Place's policies and procedures, managing and valuing diversity within children and staff groups is central to building successful relationships and allowing others to reach their full potential in turn contributing to business success. All will be valued as individuals regardless of nationality, domestic circumstances, age, marital status, gender, disability, ethnic origin, race, colour, religion or belief.

This Policy will guide staff in the provision of an environment in which there is fair provision of services and opportunities to all those served or employed by the company irrespective of gender, creed, marital status, race, disability, age and sexual orientation. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

### **3:Aims and Objectives**

Our Place:-

- Promotes the equality of opportunity amongst the children in our care.
- Promotes good relationships in which people from all backgrounds and domestic situations can work harmoniously together - within the classroom or home.
- Ensures that all children have equal risk assessed access to the full range of educational and social opportunities provided by the home and school.
- Helps those in our care to develop a sense of personal and cultural identity that is respectful of all others and where possible develop an awareness and understanding of those from different backgrounds and cultures.
- Works to remove any forms of indirect discrimination that may form barriers to learning.
- Challenges stereotyping and prejudice whenever it occurs.
- Celebrates the cultural diversity of our community and show respect for all minority groups.
- Are aware that prejudice and stereotyping is caused by low self-image and ignorance we aim to promote positive social attitudes and respect through positive educational experiences and support for each individual's point of view.

#### **4:Anti-racism and Religion**

Our Place:-

- will not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. When this incident is a part of a pattern of behaviour of a child, behaviour plans will include actions to modify and combat such behaviour which will be reviewed regularly. Any victim of racism, will be given full support from the whole team to overcome any trauma caused.
- Will endeavour to make our home welcoming to all minority groups; all religious festivals, which are represented by the children living at Our Place, will be celebrated in the home.
- If anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

#### **5:Religious and Cultural Observance**

- The children, their parents, carers or Social Workers will be asked if the child has any religious or cultural needs on admission.
- Our Place will make every effort to ensure that the children are able to observe their religion either in the school or off site as necessary. Our Place staff will encourage and support children to follow the religion of their choosing.

#### **Worship**

The school will hold a daily assembly and during this all religions' festivals will be discussed and celebrated. Songs used will take into account the religious diversity of the children who attend the school so that all children can feel free to join in with singing them. Our Place will endeavour to support a child should they wish to attend their local place of worship, or to follow their particular religious practices in the home e.g.: making sure that a Muslim child has privacy to follow prayer schedules.

**Clothing**

Personal dress choices will be respected other than on the grounds of Health and Safety – e.g. wearing a sari to go rock climbing. Similarly face coverings of any style would need to be discussed sensitively with parents; part of the process of communicating with each other is the reading of facial expression. Our Place's main concern is to teach children how to communicate effectively and face coverings would be seen to interfere with this process.

The school uniform is a simple polo shirt, track suit bottoms and fleece. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

**Diet**

The cook will always take into account the needs of the children when planning menus including religious based dietary needs. A choice will be offered at mealtimes so that no child has to choose food that is against their religious or cultural guidelines.

Fasting during certain festivals would be sensitively discussed with parents, social workers and medical professionals as to the need and medical implications eg altering levels of medication to take into account the lack of food consumed or dehydration causing behaviour changes.

**Off Site Visits**

As part of an educational scheme of work it maybe that the children visit a range of places of worship e.g. churches, mosques, synagogues, temples, however we would endeavour to make sure that all religions places of worship represented by the children are visited if available.

**Advice**

Advice on religious matters would be sort from appropriate sources as and if needed.