

## Equal Opportunities Policy

It is the policy and firm belief of St Mary's After-School Club that children, parents, staff and volunteers of all races, colour, religious beliefs, cultural and ethnic background, different abilities, class or family status, should be treated as individuals with equal concern so they may feel equally valued and cherished as members of St Mary's After-School Club and in society.

### Employment

1. St Mary's After-School Club will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.
2. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

### Families

1. St Mary's After-School Club is open to every family in the community, including ethnic, religious or cultural groups.
2. St Mary's After-School Club aim to work with parents without prejudice of all traditions.
3. St Mary's After-School Club respect parents' wishes in relation to their child/children's needs and will keep them informed of their child/children's development.
4. St Mary's After-School Club aim to create a positive self-image in all children by giving value to each individual child, ensuring all children learn to value and respect one another.
5. St. Mary's After-School Club offers all activities to all children and strongly discourages stereotyping.
6. St Mary's After-School Club will endeavour to provide equipment and materials (e.g. jigsaws, books, posters, dressing up clothes, etc that will reflect all traditions.
7. St Mary's After-School Club will provide places for children who have special needs and will endeavour to meet their individual needs through encouragement, play and activities.
8. St Mary's After-School Club will deal positively with prejudice whether directed at children, parents, staff or volunteers.