



ClubsComplete

Opening a world of **opportunities** to
children and **young people**

Equal Opportunities Policy

Aims and Objectives

This policy refers covers both direct and indirect discrimination. All staff working for ClubsComplete do not discriminate against anyone, staff or children, on the grounds of their sex, race, colour, religion, disability, nationality, ethnic or cultural origins.

- We promote the principles of fairness and justice for all through the education that we provide
- We ensure that all children have equal access to the full range of opportunities that we provide
- We strive to remove any forms of indirect discrimination that may form barriers to learning
- We ensure that all recruitment, employment, promotion and training systems and procedures are fair to all staff and provide opportunities for everyone to achieve
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups
- We promote positive social attitudes and respect through positive educational experiences and support

Anti-racism

It is the right of all children to receive the best educational provision possible. No form of racism or racist behaviour is tolerated by ClubsComplete and should a racist incident occur, action is taken immediately in line with ClubsComplete's Racial Equality policy. We endeavor to make our clubs welcoming to all groups, regardless of their ethnic origin.

The role of the Activity Leader / Coach

The Activity Leader/Coach ensures that all children are treated fairly, equally and with respect. No child is discriminated against. All plans are provided for Activity Leaders and therefore material and resources provide positive images of ethnic minorities and challenge stereotypical images of minority groups. Staff should intervene in a positive way against any incidents of discrimination.

Lesson Plan Management

Sessions are planned with an inclusive approach in mind and in line with this Equal Opportunities policy. The topics chosen and methods of approaching sensitive issues should reflect this.

Monitoring and Review

All staff and activity plans are monitored and reviewed closely by management using our online software, our quality assurance scheme and quality assurance observations.

LAST REVIEWED: 2nd August 2021

NEXT REVIEW DATE: 1st January 2022