



EQUAL OPPORTUNITIES & INCLUSION POLICY

1. PRINCIPLES

- Hillel Bright Futures Trust After School Club welcomes ALL children
- Every child is of equal value, irrespective of race, gender, ability, disability, culture, religion or other differences
- All children have a right to equality of opportunity
- Children learn through example and participate within the principles of fairness, respect, tolerance, acceptance and inclusion whilst at our club
- The individuality of each child should be valued
- Discriminatory behaviour from anyone at the play setting is unacceptable

2. POLICY & PRACTICE

Hillel Bright Futures Trust Clubs aim to do the following:

2.1 Admissions

- Operate an inclusive Admissions Policy
- Take positive action wherever necessary to help ensure that equality of access is provided to all children

2.2 Premises

- Ensure that, as far as possible the premises are physically accessible to all members of the community

2.3 Resources

- Promote positive images of all people in our selection and display of toys, materials and resources, and to avoid stereotypes
- Discard any material found to promote stereotypes or to go against our club's aims in its principles and practices

2.4 Communication to Parents and Carers

Acknowledge that there are many definitions of a family

Acknowledge that families have different working patterns

2.5 Review & Evaluation

The methods used to implement the principles and policy within our setting and their effectiveness will be monitored and reviewed regularly. From this process any areas requiring attention will be acted upon swiftly.

We believe that our group activities should be open to all children aged between 4 and 14 years and to all adults committed to their welfare. We aim to ensure that all who attend and work at Appletree Clubs have Equal Opportunities.

3. ADMISSIONS

Our After School club is open to all children from our listed schools and our Holiday Club is open to all children, regardless of school. Our Equal Opportunities Policy is given to new parents and families as a part of our information pack.

4. EMPLOYMENT

Hillel Bright Futures Trust Clubs will always appoint the best person for each job and will treat all applicants fairly. We welcome job applications from all, irrespective of race, gender, ability, disability, culture, religion, sexual orientation or any other differences. Appletree aims to create a staff team which positively reflects the local community. We will ensure that all staff are kept up to date with relevant Equal Opportunities training to promote and enhance good practice.

5. FAMILIES

Children from all different cultural, social, racial and economic backgrounds are welcome at our clubs, and will all be cared for and respected in the same way. Our payment system is flexible.

6. RESOURCES

We aim to give the children a balanced view of the world we live in and develop an appreciation of the rich diversity of our multi-cultural society. Appropriate resources and materials are selected to help children respect themselves and other people by avoiding stereotypes and derogatory messages about other cultural or social groups.

7. SPECIAL NEEDS

We recognise the wide range of special/additional needs of children and families in the community, and we aim to play whatever part we can in meeting these needs. Hillel Bright Futures Trust, works alongside Croydon Councils' Special Needs Inclusions policies to promote inclusion and equality.

Children's needs are assessed in various ways to establish the level of support they may need in club, from a 1:1 ratio (member of staff to 1 child) to a 1:4 where the child does not require the same level of support. This is decided through Behavioural Assessment, contact with the child's parent/carers and/or school, and knowledge of the child's individual needs (school IEP or EHCP).

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| This policy was adopted by: Hillel Bright Futures Trust | Date: 01/07/2024 |
| To be reviewed: 01/07/2025 | Signed: Karen Marie Bryson <i>Karen Marie Bryson</i> |