

Rocks Lane Equality of Opportunity, Diversity and Inclusion Policy

Rocks Lane will welcome all people, children and teachers alike, and will not discriminate on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or beliefs. We are committed to ensuring that our service is fully inclusive in meeting the needs of everyone.

Rocks Lane respects and upholds the fundamental British Values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs.

We will encourage our team to never make assumptions about other people on the basis of their race, religion, culture, colour, gender, ability or lifestyle. We will teach respect for others and provide accurate information and positive images of different cultures and lifestyles.

Equality Act 2010

This policy is written with respect to and compliant with The Equality Act 2010, which provides a structure to prevent discrimination and promote equality, fairness and uniformity in employment and admissions.

The Equality Act came into force in October 2010 and brought together all existing anti-discrimination legislation (such as the Race Relations Act 1970 and The Disability Discrimination Act 1995). It identifies several 'protected characteristics' previously protected under separate equality legislation; Race, religion or beliefs, gender, age, disability, sexual orientation, marriage and maternity and also strengthens other characteristics that were not provided cover by aspects of equality law.

Employment

No applicant for roles within our business will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief. We will always appoint the best person for each job and will treat all applicants fairly.

Registered persons, staff or volunteers must be committed to working within a framework of equality of opportunity to meet the social, physical, intellectual and emotional needs of all in a safe, caring and stimulating environment.

- We advertise posts and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks. This ensures fairness in the selection process.
- All our job descriptions include a commitment to promoting equality, and recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Discrimination

Our business is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- Promote equality and value diversity within our service and foster good relations with the local community;
- Actively include all families and value the positive contribution they make to sports;

- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- Provide a secure and accessible environment in which every child feels safe and equally included;
- Improve our knowledge and understanding of issues relating to anti-discriminatory practice,
- Challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
 - Age;
 - Gender;
 - Gender reassignment;
 - Marital status;
 - Pregnancy and maternity;
 - Race;
 - Disability;
 - Sexual orientation; and
 - Religion or belief.
- We take action against any discriminatory, prejudice, harassing or victimising behaviour by our staff, volunteers or parents whether by:
 - Direct discrimination – someone is treated less favourably because of a protected characteristic e.g. preventing families of a specific ethnic group from using the service;
 - Indirect discrimination – someone is affected unfavourably by a general policy e.g. children must only speak English in the setting;
 - Discrimination arising from a disability – someone is treated less favourably because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity;
 - Association – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
 - Perception – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation.
 - We will not tolerate behaviour from an adult who demonstrates dislike or prejudice towards individuals who are perceived to be from another country (xenophobia).
- Displaying of openly discriminatory xenophobic and possibly offensive or threatening materials, name calling, or threatening behaviour are unacceptable on, or around, our premises and will be dealt with immediately and discreetly by asking the adult to stop using the unacceptable behaviour and inviting them to read and to act in accordance with the relevant policy statement and procedure. Failure to comply may lead to the adult being excluded from the premises.

Print date: 30/4/22

Edition: 5

Reviewed date: 30/4/23

Edition 6