

Equality Policy

Holy Trinity After School Club is committed to equality of opportunity by providing activities, which are open to all children. Our service is available to all children who attend Holy Trinity Primary School subject to remaining within our registration commitments.

We aim to ensure:

- We will treat all people equally with respect and dignity. We will operate with openness and acceptance in an inclusive manner challenging all forms of discrimination and accepting and celebrating difference.
- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Any discrimination (language, behaviour or remarks) by children, parents/carers or staff/volunteers is unacceptable and will be challenged.
- We will develop partnerships, which will support the inclusion of all children regardless of disability, background or personal circumstances. We will consult with partners who have the expertise to support us.
- Activities and the use of play equipment are provided in an environment free from discrimination and all resources, materials, experiences will positively reflect cultural and racial diversity.

We promote equality for our staff through:

- Ensuring that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part time or fixed term contract status, sexual orientation, religion or disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.
- Recognising that adhering to the Equality Policy, combines with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. We recognise the great benefits of having a diverse workforce with different backgrounds, solely employed on ability.
- The application of recruitment, training and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits.
- All employees of the organisation will be made aware of the provisions of this policy.