

Burgh After School Club



Equal Opportunities Policy

Supporting Children with Additional Support Needs

1. Our club is committed to considering equal opportunities in all aspect of our services and work.
2. The ethos of our club is to identify the needs of our customers and hopefully meet these. This policy is to be implemented with the individual child. In the case of children with additional needs, it is essential to liaise with parents, carers and other professionals knowledgeable in the specific needs of the child's care in order that the staff may identify whether it is possible to meet the needs of the child within the everyday environment of the club.
3. There may be circumstances where staff may receive additional training in order to meet the needs of some children, where it is practical and financially possible.
4. Staff will only administer medicine in emergency situations. In situations where requirements are known, staff and parents must sign an Administration of Medicine form.
5. Our club will not be responsible for the administration of medicine at any other time.
6. As a caring organisation, it is the intention of our club to endeavour to integrate children with additional needs.

Racism and Sexism

1. Our club is committed to develop awareness within the club of the needs of those who face discrimination and the effects of discrimination in society generally.
2. Racist and Sexist comments and behaviour are dealt with in a sensitive and informal manner where positive discussion promotes understanding.

Staff

1. Staff will as far as possible reflect the cultural composition of the community. It is also vital that staff respect and understand each individual child's customs and cultures.

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2. Staff will use tact and diplomacy in implementing our equal opportunities policy.

May 2017