

Equal Opportunities Policy

mASCot is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, providing equality of opportunity and anti-discriminatory practice for all children, young people and families.

We aim to:

- Provide a secure environment in which all our children, young people and their families can flourish and in which all contributions are valued.
- Help everyone involved in mASCot to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and programme provision and to ensure that our activities strive to achieve equality of opportunity for all.
- Provide a welcoming and caring environment that promotes and reflects cultural and social diversity.
- Challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

Equal Opportunities Procedures

To realise mASCot's objective of creating an environment free from discrimination and welcoming to all, the organisation will:

- Ensure that its activities are open and available to all parents/carers and children in the network.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child/family from accessing the activities.
- Treat all children, young people and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the programme of activities.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that mASCot's recruitment policies and procedures are open, fair and non-discriminatory.

- Appoint sessional staff who best meet the criteria, subject to references and checks by the Criminal Records Bureau.
- Encourage and support sessional staff/volunteer facilitators to act as positive role models to children/young people by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat seriously any member of sessional staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.

Equal Opportunities Policy continued

The Equal Opportunities Lead will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. She will be responsible for ensuring that:

- Committee members and sessional staff receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

The legal framework for this policy is:

- Race Relations (Amendments) Act 2000
- Sex Discrimination Act 1975
- Human Rights Act 1998
- Special Educational Needs and Disability Discrimination Act 2001
- Children Act 1989

All the Club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.