



Equal Opportunities & Diversity Policy

Tarner Community Project Children's Projects is committed to working within an equal opportunities framework creating an environment for all people regardless of age, social status, culture, disability, religion, sexuality, gender and ethnicity. Within this framework we aim to provide equal access to our services. We oppose all forms of discrimination in our activities including service delivery, employment, personnel practices and with the management and governance of the organisation.

Children's Projects

We aim to include everyone. All individual needs will be discussed and we will work within our means to ensure that any barriers to accessing the project are overcome. For example, we are currently not wheelchair accessible; however work is in progress to secure funding for a new building which will be in line with the **Disability Act**.

As a small organisation we are unable to work on a 1:1 basis, but if a child's need required this we will take positive steps to make this possible, for example BHIP outreach work.

Children

- All children are included and made to feel valued and good about themselves.
- All children's needs are treated individually but with equal concern and consistency.
- Within our project we encourage learning and sharing about each other's customs, beliefs, diet, dress and other specific routines. This is highlighted by us using resources which reflect diversity, such as books and equipment. We display a wide range of positive images which reflect non-stereotypical roles.
- The children are encouraged to value each other's similarities and differences in the wide range of activities we offer.

Staff and Employment

- Staff will be role models for the children and each other. Working in a non-discriminatory way.
- Staff will not talk in a derogatory way to other staff members, children or parent/carers.
- Tarner Community Project Children's Projects is an equal opportunities employer and welcomes diversity among staff and volunteers. We follow good practice in recruitment and employment. To encourage people who reflect the diversity of the local and wider community to apply for vacancies, we advertise posts in a wide range of publications, such as the Mosaic newsletter.
- Staff will be employed because they are considered to be the best person for the job. Any unsuccessful applicants will be given the opportunity to discuss the interview.
- We will ensure all staff are aware of and understand the Equal Opportunities Policy and how it relates to their work.
- Staff will regularly attend Special Needs and Equal Opportunities training.



Tarner Community Project

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Management & Governance

- We will work to reflect equal opportunities in our management and governance systems.
- This policy will be reviewed annually to ensure it remains effective and successful.
- We offer translation services when and where required.

We do not tolerate any form of discrimination. All allegations will be dealt with immediately referring to the corresponding policy. For example if a child makes a derogatory remark about another child we will follow procedures laid out in our Behaviour Management Policy.