LPF – Kiddies Club

Community Interest Company

 Making learning meaningful and fun

 Company No: 8645341

 www.lpfkiddiesclub.com

**LPF KIDDIES CLUB EQUAL OPPORTUNITIES POLICY**

LPF KIDDIES CLUB CIC is committed to providing equality of opportunity for all adults, children and families. LPF KIDDIES CLUB CIC believes that no child, individual or family should be excluded from the LPF KIDDIES CLUBS Out of School Club on any grounds. We aim to ensure that all who wish to work or volunteer to help with LPF KIDDIES CLUBS Out of School Club have an equal chance to do so. In order to ascertain suitability for a role as a LPF KIDDIES CLUB CIC employee applicants for both permanent and voluntary posts will be asked to complete a Disclosure and Barring Service (DBS) Enhanced Disclosure check, a Health Declaration Form and provide two references (one of which must be from a previous employer) which will be checked upon condition of an offer to work. Proof of identity must be provided and will be copied and held on file. LPF KIDDIES CLUB CIC aims to practise equal opportunities in all areas of work and employment.

LPF KIDDIES CLUB CIC is committed to the principle that any behaviour, language or action that is deemed as harrassment, bullying victimisation or creates discrimination or disadvantage is unacceptable, will be challenged and where necessary the appropriate disciplininary actions taken. This statement echos the LPF KIDDIES CLUB CIC aim that through sensitive adult interactions and child centredness, the club can foster the children’s respect for themsleves and others and promote the development of independence and self-esteem for all children. LPF KIDDIES CLUB CIC will make every effort to ensure that the services, setting, equipment, toys and books promote equality of opportunity for all and reflect the different cultures, levels of ability, ages, sexual orientation, family status, gender, religion or belief, race and or ethnicity, etc, of our staff and volunteers, the children and their families who use LPF KIDDIES CLUBS Out of School Club.

LPF KIDDIES CLUB CIC is committed to the principles of The Children Act 2000 and to Children’s Rights and will always promote this philosophy throughout LPF KIDDIES CLUBS Out of School Club. The children are regularly consulted and included in making decisions on matters which effect them such as the choice of food, activities provided, ground rules and resources purchased. In times of confilct over decisions between the staff and children, the staff will make every effort to explain and rationalise with the children in order to have a positive outcome.

This policy is made available to parents, staff and children in the following ways: via our website www.lpfkiddiesclub.com and upon request a copy may be obtained from Carmel Britto either via email or in the post.

The directors of LPF KIDDIES CLUB CIC will take lead responsibility for dealing with equal opportunity issues. Carmel Britto will be the designated officer responsible for ensuring the policy is implemented appropriately and will undergo a formal annual review of this policy for the purpose of monitoring and efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements, or best practice guidelines are required.

Signed:  Date Reviewed: 03/04/2022

Director and Founder Carmel Britto