

## **Equal Opportunities Policy**

The Ark will comply with the Equality Act 2010.

The Ark is committed to equality of opportunity and recognises that people are subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability, caring responsibilities, religious belief, age, social class, political beliefs, employment status, union membership, place of residence or whether they are HIV positive.

It is the policy of The Ark that no job applicant, employee, trainee, volunteer, member or service user receives less favourable treatment on any of these issues set out above. It is The Ark's intention to take positive action to ensure that its Equal Opportunities Policy is implemented. The Management Committee and staff will monitor and review the effectiveness of the Equal Opportunities Policy.

The manager is responsible for ensuring the implementation of this policy. We aim to provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued. We aim to include and value the contribution of all families to our understanding of equality and diversity. We aim to provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.

We will:

- Acknowledge and value equally each child's individual stage, culture, religion, language, racial background, and family group
- Actively seek to combat sexism and promote equal opportunities for girls and boys, men and women
- Value the diversity of family lifestyles
- Encourage equality of opportunity for children with special needs and their families
- Achieve and maintain, within the framework of the law, a workforce which represents, as far as practical, the composition of the population and recruitment areas, including people with disabilities

To achieve the above we will:

- Plan our programme to extend the children's experience and knowledge of other cultures, language, celebrations and festivals
- Ensure that the activities reflect the diversity of our society, not just The Ark
- Encourage children to explore in a positive way the differences and diversity of people ensuring that representatives of people are accurate and realistic
- Positively challenge stereotypes and assumptions – racist, sexist or concerning disabilities
- Enable adults with disabilities to take part in The Ark's activities where it is safe and reasonable to so do

Encourage staff to report any incident of inappropriate discriminatory practice to the ENCO or Manager who will speak to the person(s) involved and record/monitor and then take appropriate action.