



## Yorda Adventures Equal Opportunities Statement

Equal Opportunities are the responsibility of everyone at Yorda Adventures. We aim to create a fair environment for the staff team that work at the settings as well as the children, young people and families who use our services.

### Working with children, young people and their families

The staff team must deliver a service that promotes acceptance, tolerance and understanding for each other as a team, the children and young people they work with, and the families that they build relationships with.

This environment is free of prejudice irrespective of race, sexuality, religion, nationality, culture, age and disability.

Every child or young person wishing to access the service will be given the same opportunities and reasonable adjustments will always be made in order to accommodate the needs and choice of the young people attending.

Every child has the same rights as the staff to play in an environment that is free from discrimination, bullying and harassment of any kind.

Any acts of this kind carried out by the children and young people will be dealt with in a caring and sensitive manner.

As a staff member it is important to maintain the rights and dignity of all the young people we work with by allowing fair access to all activities.

When you are at any of our play settings you are seen as a role model. Therefore all the language that you use should be sensitive and thoughtful. Terms of stereotyping and out dated phrases of reference are not appropriate.

As a setting set up specifically for children and young people with disabilities assumptions can sometimes be drawn that we automatically operate in an anti-discriminatory way. However, despite the fact we welcome all children with disabilities, discrimination can come in many forms and as a Play Worker you have key responsibilities to ensure that all your work practice is carried out in a non-biased way. This is achieved in the following ways:

- Not discriminating by gender e.g. inviting all children to play all games, football, pretend play with dolls etc regardless of stereotype.

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- Remember all children have the right to participate in activities and as a Play Worker you need to assess the best ways for a child to join in no matter what impairments may cause barriers.
- All religions and cultures are treated with equal respect
- Everyone has the right to express their opinion as long as it does not deliberately offend others at the setting. Children's opinions and questions should be treated with tolerance and respect. Any questions should receive sensitive explanations.

'Equal opportunities' does not always mean treating everyone in the same way as this would not recognise us all as individuals. Within the play setting we expect that everyone be treated fairly by you as an individual and Play Worker. Inclusive practice adapts where possible to meet the needs of the individual including children, families and staff.

#### Recruitment:

- All vacancies will be advertised in a free and open forum.
- All potential staff that meets the essential criteria will be offered an interview.
- All potential staff will be subject to either a formal interview and a voluntary session or two voluntary sessions plus an informal "written" interview.
- Staff will be selected for the advertised positions in relation to interview performance and availability.
- Potential staff will not be discriminated against due to their race, religion, culture, disability, sexuality or nationality.

Yorda Adventures retains the right to advertise and recruit staff specifically by gender when working to achieve the best quality care and maintaining the rights of the children and young people accessing the service.

#### Staff Expectations

As a member of staff you have a right to work in an environment that is free from discrimination, prejudice, bullying and harassment.

If you feel the victim of any of these acts you should contact your manager to discuss these issues.

Appropriate action will be implemented to tackle any such acts once proven to be present in the setting.

Any form of bullying will not be tolerated. As a member of staff it is your duty to support the people in your team. This includes reporting incidents of unwanted behaviour amongst other staff members where appropriate as well as challenging discrimination within the setting where appropriate.

You have a right to be treated as an individual and will be offered and encouraged to participate in any training opportunities available to all staff.

You have the right to a fair process of dismissal. Termination of contracts will happen under the following circumstances:

- One verbal/written warning in supervisory discussions

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- One final written warning
- If the behaviour exhibited by the member of staff continues to be inappropriate termination of the contract will be issued and dismissal will follow.

For more information please refer to the Disciplinary Procedure & Allegations of Abuse policy.