

Inverbrothock Out of School Care Club

Charity Number: SC030097

[Equal opportunities policy](#)

At Inverbrothock Out of School Care Club we recognise that all children that attend the club are different and have different interests and hobbies etc. We strive to ensure that every child has an equal opportunity to find and develop the talents they do possess. This policy has been introduced to ensure that each child that is cared for within Inverbrothock Out of School Care Club is treated equally and with the same respect and dignity and this includes their families. We are committed to ensure inclusion is embedded within our practice and that this is promoted at all times.

The legal framework for this policy is:

- Equality Act 2010
- The Employment Equality Act 2006
- Additional Support for Learning (Scotland) Act 2004
- Children and Young People (Scotland) Act 2014
- Children (Scotland) Act 1995

We always aim to promote equal opportunities:

- We are committed to addressing discrimination in all aspects of our work with children, families, and other outside bodies.
- As a core provider we will ensure each child in our care is valued as an individual without gender or racial stereotyping
- Discrimination will not be tolerated in anyway within the club. Any person, staff or user has the right to lodge a complaint using the procedures in place.

The aims of our policy are to:

- consider equal opportunities in all areas of our work.
- ensure all equipment, activities and resources promote non-stereotypical traditions, values, or environments.
- Language or behaviour that is offensive to groups is not acceptable.
- Provide opportunities to learn about other cultures, religions, festivals etc.

- Ensure children and adults are valued as individuals.
- Acknowledge and respect culture and family values.
- Promote children to have a positive self-image and respect and value other people.
- Recognise that adult's behaviour and speech have a powerful influence on the development of children's behaviour.
- Help children to show respect and understanding for one another.
- Never ignore or excuse behaviour that is discriminatory.
- Praise non-discriminatory behaviour and attitudes.
- Challenge discriminatory behaviour and explain the effects that it has on others.
- Challenge biased or prejudiced attitudes.
- Comfort and support children who are victims of discrimination.
- Choose stories and pictures which portray positive images of people in a wide variety of roles.
- Choose non-sexist materials and toys.
- Organise multi-cultural activities and outings.
- Acknowledge and celebrate religious festivals.

Additional support needs

A child who has a specific medical condition or additional support needs can be allocated a space within Inverbrothock Out of School Care Club and we will work with parents/carers to ensure our environment is right for the child. We will where possible make adaptations to our environment to suit children. It may be that we need to employ additional staff to cater for the child and this will be subject to appropriate funding.

Employment

Recruiting, selecting, training and promoting individuals on the basis of occupational skills required. In this respect, the club will ensure that no job applicant or employee will receive less favourable treatment because of age, sex, gender, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.

Posts are advertised widely. All applicants will be judged against clear and fair criteria and we will appoint the best person for each job.

Training

We seek out training opportunities for staff and volunteers to enable them to develop practices that enable children to flourish. Staff are encouraged to bring information from training courses to the rest of the team at meetings, and we review our practices to ensure that we are fully implementing our policy for equality and diversity.

Valuing Diversity in Families

We welcome the diversity of family life and work with all families to ensure that the setting, equipment, toys and books provide equality of opportunity for all and reflect the cultures, levels of ability, gender, religion of the children and their families who attend Inverbrothock Out of School Care Club.

We ensure that parents and children are consulted on all aspects of the club that affect them such as choice of food, activities, resources, ground rules etc, we value their input and use this within our planning documents.

We ensure that children and staff understand that any behaviour, language, or action that creates discrimination or disadvantage is unacceptable and will be challenged. We create an environment of mutual respect and tolerance and this is done by the staff and children creating rules that encourage everyone to understand the United Nations Convention on the Rights of the Child. We are committed to ensuring that we follow the articles set out in the UNCRC and that all children and their families rights are respected at all times. We do this by promoting positive behaviours, and ensuring children and their families are given opportunities to express these rights.

The above policy is approved and hereby adopted by the IOOSCC Committee
Updated July 2025.