

The Fair Play for Children Charitable Trust Limited Fair Play for Children Association

EQUAL OPPORTUNITIES POLICY

Fair Play for Children is committed to promoting the achievement of full quality of opportunity and treatment in all its dealings with its client group, their parents, the community and its management, members, employees and volunteers.

In its dealings with its client group - children and young people aged under 18 years - it adopts the attached statement "**Statement on Equal Opportunities in Play**" based on the model published by Fair Play for Children.

The Company/Association will:

- work towards ensuring that as much of its provision as possible is accessible by clients of all abilities and disabilities, from all cultures and all backgrounds, and will work towards full inclusion of all children and young people through constant monitoring of its work, of equipment, premises and working practices
- work proactively through good playwork practices and by good example to discourage harmful stereotyping of children, bullying, harassment of children because of their age, ability-level or disability, sexual preferences, gender, background, ethnic or cultural traditions
- ensure that our working practices enable clients to voice their ideas and suggestions for activities and their concerns through good playwork
- maintain and improve systems and practices which enhance their personal safety, including child protection good practice based on the Company's Child Protection Policy Guidelines, health and safety policy and good practice etc
- not allow itself to hide behind excuses about e.g. premises, equipment etc to avoid attempting its best to achieve the foregoing despite inevitable lack of resources - our outlook is "we will if we can manage it safely"!

The Company's/Association's outlook is "A child playing is a child learning." We are founded on the premise of The Child's Right to Play, and to share fully in the community's and nation's diverse cultural traditions, and resources.

In our dealings with parents and carers, and with the wider community the Company will respect all cultural and other traditions, backgrounds, abilities and disabilities, and lifestyles. We will strive to make parents and carers feel welcome and comfortable at our activities with their children and we will listen to them with courtesy and respect. We will encourage all parents and carers who want to improve their own understanding and competence in their children's play needs

through discussion, advice and access to resources. We will respect all types of family arrangement in the interests and happiness of the children who live in them.

Concerning our management, members, employees and volunteers, we will

- appoint management by election or co-option according to our rules and fully in accordance with their experience, irrespective of their age, gender, abilities or disabilities, cultural and other traditions, backgrounds and lifestyles, in the best interest of the Company/Association, its object and its purposes
- recruit members solely by invitation of the elected Directors based on all or onw or more of the following: the recommendations of our members, volunteer involvement in our activities and organisation, and/or experience valuable to the Company and its objectives and programme, based on their experience, commitment, fitness to be involved with children, and irrespective of their age, gender, abilities or disabilities, cultural and other traditions, backgrounds and lifestyles
- recruit and treat all employees and volunteers purely on their merits and irrespective of their gender, cultural and other traditions, backgrounds and lifestyles, subject to necessary checks as to their safety and suitability to access our clients. Where appropriate, we will maintain a balance of genders when appointing people to positions in children's and young people's activities.

We will strive to ensure that all publications, printed material, electronic promotion and other material relating to our work is produced and monitored to maintain a clear message of equal opportunity in the letter and spirit of this Policy.

The Company/Association will support the right to respect for privacy reputation and home of its clients, their parents and carers, our management, ,members, employees and volunteers in compliance with this Policy and according to legal requirements.

The Company/Association through its activities, publications, management, members, employees and volunteers will act to counter those who attempt to abuse the Company in any way to spread racist, sexist, or other inflammatory, negative, unlawful or discriminatory ideas or material to our clients, their parents and carers, in the community or amongst our , management, members, employees and volunteers.

We will remove from our common management and membership any person carrying out such abuse, and will subject any employee or volunteer to disciplinary action for the same reason up to instant dismissal for gross misconduct according to our Terms and Conditions of Employment and Volunteering.

Concerning its facilities and activities, the Company/Association recognises the need to achieve disabled access to its offices, in the case of its offices fully so

seeking and identifying resources to enable this, and as far as is practicable physically and in the spirit of “we will if we can manage it safely”.

The Company/Association will strive to implement and monitor this Policy by:

- Considering Reports on implementation at every management meeting with recommendations as to improvements where required
- Appointing a Director on the management to take responsibility for implementation, policy and review, reporting to the management at its meetings, and working with the director having managing director status and with senior staff through delegation to ensure daily compliance
- Devising suitable training events and materials for management, members, employees and volunteers
- Placing an item on each Annual Meeting of Members agenda to consider a review of this Policy presented by the management
- Having a means whereby management, members, employees and volunteers can individually submit their suggestions and proposals for improvement of this Policy and good practice, and whereby individual complaints concerning breaches of this policy can be considered by the management or its appointees quickly and fairly.

In all its dealings with its clients, the community and within the organisation, the Company/Association seeks the justifiable reputation as an example of good practice in equality of opportunities through continuous effort to apply this Policy and to improve upon it.

All members, employees and volunteers will be asked to signify in writing their full agreement to this Policy and to work proactively to implement it as a condition of membership, of employment and of voluntary service - this Policy shall be adopted as an integral part of the Terms and Conditions of Employment and Volunteering of the Company.

Statement on Equal Opportunities in Play

Fair Play for Children is committed to the promotion of equal opportunity in all play activities and work, in play employment and volunteer practices, and in all aspects of its work with its Membership and with others.

The primary purpose of this policy is to seek to ensure that children and all who work with and for them in Play receive equally favourable treatment and do not suffer negative discrimination on the grounds of their social status, income, gender, race, colour, ethnic or national origin, beliefs, religion, marital/family status, nationality, lawful sexual preference, ability and health (physical or mental), or age, and that through our work and example, children learn the basis for harmonious and co-operative behaviour and for discarding attitudes which are oppressive to others.

Above all, we recognise that the immense potential of Play for the healthy development of the child into a well-balanced adult imposes upon those who work in this field a continuous obligation to strive to educate children in the spirit of this policy. We are committed, therefore, to countering all harmful stereotypes and images of people and groups, to working within communities and with parents to gain their support and co-operation for this work, and to promoting a healthy and questioning attitude amongst children towards discrimination. We believe that the play worker, paid or unpaid, has a unique and privileged opportunity to influence children in this regard, and to encourage peer group and parental standards consistent with this statement.

Fair Play for Children is committed to ensuring that the needs and rights of oppressed groups are adequately represented in Play at national, regional and local levels, and to improving the presence and representation of such groups within Fair Play for Children. We also are committed to ensuring that knowledge about the customs, backgrounds, lifestyles and other issues affecting them are more widely understood.

We are committed to the principle that individuals working with children are selected, promoted and treated in all regards only on the basis of their relevant merits, achievements, abilities and potential.

We respect the right to privacy of all citizens, and in particular wish to ensure that, where enquiries are made about volunteers' and employees' suitability to work with children, enquiries about past offences and matters of health should proceed only as far as is consistent with a reasonable balance of that right of privacy with the right of the child to a safe play environment.

Training and advisory work within Fair Play for Children shall be performed with especial regard to the purpose of this policy and our publications, promotional materials, articles and activities will also reflect its major claim on our priorities.

Fair Play for Children will work to make this policy fully effective through its own work and by persuading its Members and others to adopt it in their work with children.

We will not allow into Membership those who violate the anti-discrimination provisions of the Fair Play for Children constitution or the intent of this policy, and will remove from Membership any who persist in violating either.

This statement will be kept under review by Fair Play for Children's General Meetings and submitted to at least every AGM for review.