 The Kingfisher Club Office

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  **November 2004**

**Equal Opportunities**

**(Policy No. 6)**

The Kingfisher Club believes in the dignity, privacy, choice, safety, potential, equality and diversity of all its members. We will actively promote these principles by:

* Ensuring the service we offer reflects the needs of the local community.
* Challenging discrimination in all areas of our organisation.
* Integrating Equal Opportunities throughout the Club.
* Applying this ethos when recruiting staff.

The Kingfisher Club will value all families, staff and job applicants without discrimination on the basis of:

* Race
* Sexual Orientation
* Gender
* Ethnic or National Origin
* Physical, Sensory or Mental Ability
* Age/Marital Status
* Social Class
* Religion, Faith or Political Belief

The following areas will be monitored by the Club Co-ordinator and Management.

* Kingfisher Staff will encourage children to develop independence and positive self identities. There will be no stereotyping or labelling to enable all members to reach their full potential as individuals.
* Respect for staff and all other members will be the “Expected Normal Form of Behaviour”
* Discrimination of any nature will be challenged and the message will be clear that we will not accept such attitudes/behaviour in our Club’s environment. (Age will be taken into consideration)
* Equal Opportunities in play will be created by staff, encouraging all children to try the various activities on offer.
* The children will celebrate through the Club programme a variety of religious and cultural festivals.

Kingfisher Staff will regularly review this policy and Club practices at staff meetings.