

	<b>Extreme SLC</b> Standard Operating Procedure	<b>Section:</b> <b>Page:</b> <b>Date:</b> <b>Review Date:</b>	VA 6.0 2 1/07/2018 1/07/2019
<b>Title :</b> EQUAL OPPORTUNITIES		<b>Approved by:</b>	LC/DC
<b>Relevant Forms:</b>			

### Aims

- 1) To provide sites with an Equal Opportunities Policy to be implemented during the camp.
- 2) To ensure all sites are considering and enforcing an Equal Opportunity Policy.
- 3) To make certain that all children, regardless of age, sex, race, religion, gender reassignment, sexual orientation, disability and ability are given the opportunity to participate in all activities.

### Details

Children need to feel valued and free from discrimination. Extreme SLC must recognise that children's attitudes towards others are established in early childhood years. It is vital that no group of people or individuals are discriminated against holiday provision, access to facilities.

Not only is it paramount importance to ensure that an Equal Opportunities Policy is in place, it is also important that staff and activity timetables reflect this statement.

Children need to feel valued and free from discrimination and staff must ensure that all children feel valued and good about themselves. All children must be included and be encouraged to share their experiences with each other and staff.

Extreme SLC camp facilities such as the base room should display a wide range of positive images and objects to reflect non - stereotypical roles, racial, cultural and religious diversity and disability. Multi - linguistic "welcome posters" can be purchased to ensure children experience different languages. Staff and children can produce an "equal opportunity" poster or collage, cutting out or drawing pictures of people and children from different backgrounds, illustrating different abilities, different skin colour and gender that can be displayed on the base room wall.

The domestic legal framework to protect people from unlawful discrimination in respect of the protected characteristics of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex or sexual orientation is provided by:

The Equality Act 2010 (which repealed many of the previous Acts,

## Regulations and Statutory Instruments)

Employment Rights Act 1996 (sections relating to maternity and dependant carer leave)

Race Relations (Amendment) Act 2000

Protection from Harassment Act 1997

Racial and Religious Hatred Act 2006

### **Definitions of discrimination**

The Act outlines eight different forms of discrimination and harassment which can occur:

a) Direct discrimination

treating a person worse than someone else because of a protected characteristic.

b) Indirect discrimination

acting towards someone in a way that has a worse impact on them - and others with that particular protected characteristic - than on people who do not have that characteristic.

c) Discrimination by association

treating a person worse than someone else because they are associated with a person who has a protected characteristic.

d) Discrimination by perception

treating a person worse because you incorrectly think they have a protected characteristic.

e) Discrimination arising from disability

treating a disabled person unfavourably because of something connected to their disability unless it is objectively justified.

f) Harassment:

harassing a person because of a protected characteristic.

g) Third party harassment

allowing a person to be harassed by anyone because of a protected characteristic when you have been made aware of it on at least two separate occasions.

h) Victimisation

treating a person badly or victimising them because they have complained about discrimination, helped someone else complain or have done anything to uphold their own or someone else's equality law rights

### **Points to remember**

- 1) Equal Opportunities issues need to be raised in staff and volunteer induction and training programmes.
- 2) If SLC attracts a large percentage of ethnic groups may need to promote in different languages.
- 3) All children need to be treated with equal concern and staff must consider family customs and beliefs, dietary requirements, dress code and daily routines.

## **Benefits**

- 1) The camp will invite all children regardless of race, colour, nationality, culture, gender, marital status, class; sexual orientation, age, size, and ability to enjoy and take part in activities.
- 2) Staff and children will become more aware of other social groups surrounding and living alongside them, improving social awareness encouraging acceptance.

## **Audit points**

- 1) Children's records will be assessed to ensure that all relevant, cultural information is noted.
- 2) The equal opportunity policy must be displayed in base camps.
- 3) Staff must know of the equal opportunities policy and its implemented will be assessed in the audit and Ofsted inspection.