



POLICY FOR EQUAL OPPORTUNITIES

AIMS

JPAC Ltd equal opportunities procedures aim to help everyone involved with the company to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision, to ensure that our services strive to achieve equality of opportunity for all.

We aim, within JPAC Ltd, to provide equality of opportunity for all children whatever their age, ability, gender, race, religion or background. We want all children to feel secure, enjoy the activities and benefit from their time with us. As such, we work to ensure that our expectations, attitudes, and practices do not prevent any child from fulfilling this aim. JPAC Ltd will endeavour to challenge any offensive behaviour, language or attitudes with regard to any of the 'Protected Characteristics' as outlined by the Equality Act 2010 and associated legislation:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

We are also mindful of the implication of documentation regarding our responsibility to preventing radicalisation or it's influences upon the children in our care or indeed upon the staff we employ - 'Prevent Duty'. Modern Britain is a multicultural society and as such a culture of 'us and them' will not be tolerated as this is totally alien within an environment of Equal Opportunity.

JPAC Ltd recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers. JPAC Ltd will both welcome and encourage parents /carers to become involved and to comment on the effectiveness of its policies and procedures.

We recognise that a child's self - perception can be influenced by his/her environment and so we aim to enhance the children's self-esteem and self-

confidence by positively working to reduce any gender bias and promoting equality of opportunity.

At the same time, we are aware that as children mature and their relationships with peers of both sexes develop, their perception of sex roles alters. We also recognise that such perceptions are influenced by other factors including home, peer group and the media.

Equal Opportunities Procedures

To create an environment that is welcoming to all and free from discrimination,

JPAC Ltd:

- Ensure that its services are open and available to all parents/carers of the schools served by the setting.
- Treat all children and their parents/carers with equal consideration and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and of activities.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- To recognise and be aware of the possibility of gender bias in both our approach and the materials and games provided. Materials are carefully selected for all activities so as to avoid sexual stereotypes and gender bias
- Ensure that recruitment policies and procedures reflect JPAC Ltd openness to equal opportunities
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of their work.
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat seriously any staff found to be acting, or who have been acting, in a discriminatory way.
- Work to fulfill all the legal requirements of the Equality Act 2010.

All of JPAC Ltd policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

Reviewed September 2021

