

Equal Opportunities Policy



Apex is an equal opportunities employer and also welcomes all children regardless of their gender, ability, race or religion. Every participant is of equal value and is entitled to equal access of opportunity.

The Equalities Policy is consistent with current legislation and guidance. Appropriate action will be taken wherever discriminatory behaviour, language or attitudes occur.

It is the aim of Apex to eliminate unlawful racial discrimination and to promote good race relations within any of its activities.

We will attempt to do this by:

Cultural and Social respect

We welcome any help or extra information from families from all cultures. Information will be clearly communicated in as many languages as necessary and possible.

Bilingual/multilingual children and adults are an asset, they will be valued and their languages recognised and respected.

We aim to celebrate as many religious/non-religious festivals from around the world as much as possible.

We will provide an environment free from prejudice and discrimination.

They will also be given opportunities to explore the differences and similarities between themselves and others.

Medical, cultural and dietary needs will be met as far as possible and all staff are made aware of children's and adults requirements.

We promote respect to the children, respect for themselves and respect for others.

Children will be treated as individuals and will be recognised on their individual merits.

Equipment / Resources /Toys available

The children will be provided with toys and resources that promote equal opportunities.

Children will be consulted and their opinions sought by discussion, consultation, surveys or suggestion slips when purchasing equipment.

Financial Barriers

Apex appreciate that some families may be having financial difficulties, if this is the case please contact a member of staff as there may be a number of schemes that may help to finance the out of school care.

Additional Needs

Whether a child wears glasses or hearing aids, needs extra help with activities, has trouble controlling their emotions or needs help to walk and communicate, all have needs to a greater or lesser extent.

Apex 360 Ltd

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Reg Co: 08003244

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ENCO Lead

Equal Opportunities Named Co-ordinator (ENCO)

The Apex Equal Opportunities Named Co-ordinator responsible for ensuring that Staff receive relevant and appropriate training is Stewart Hunt

Staff development

Teaching and training of staff where possible

Continued assessment of behaviour and discipline, of all members of Apex Partnerships with Staff, Parents, Carers, Children.

Safe staff recruitment.

Our Commitments:

Actively tackle racial discrimination and promote good race relations.

Encourage, support and help staff to reach their full potential.

Work with parents and carers to tackle racial discrimination and promote good practice.

Make sure that our Race Equality Policy and its procedures are adhered to and implemented.

Apex desired outcomes:

All staff and attendees staying safe

Being Healthy

Enjoying, developing and Achieving

Making a positive contribution to communities/society

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