

LASER SUMMER CAMP

EQUAL OPPORTUNITIES POLICY



As of June 2005
Working document

Laser Summer Camp – Equal Opportunities Policy

Laser Summer camp recognise that **children need to feel valued and be free from discrimination. We also recognise that children's attitudes towards others are established in these early years. We aim to help children learn about equality and justice through their play in a relatively social setting on camp.**

Through our open booking and application system we are fully able to work together and share information with parents and staff on cultures, home languages, play activities and children's specific needs.

1. Equal Opportunities for Children on Camp – including parental access.

We accept bookings from any parents that wish to send their children to camp. We have no restrictions or policies that state otherwise.

With this open booking system we are able to discuss with parents any information that concerns their children's well-being on camp with relation to race, culture, religion and access to the activities on camp.

Wendy Mugford, as a Director of Laser Summer Camp, is in charge of bookings and is in full contact with parents regarding these matters.

Any issues that might arise due to a parent bringing to our attention a new situation¹ she will consult Graham Baily and Julian Tagg as partners of the company. As all three are educationalists, we will gather as much information as possible from the parent regarding issues raised. We will present a full picture of what our camp offers and how it is structured. From this we will allow the parent to make the decision.

We also all have access to linguists in respect to dealing with parents who have English as a second language, or whom written English is inappropriate.

2. Equal Opportunities for Staff

We have no restrictions that would stop anyone from applying for a job as an employee of Laser Summer Camp.

We advertise in the local area, at universities, at art centres, and at local youth working clubs. From this we select staff on their skills and attributes and have no preference towards gender, race, religion or culture.

We welcome applications from those with special needs, whether it be physically or educationally, and are have an open employment policy in these cases. From explaining what the camp entails, we would then allow the person applying for the job to make the decision of whether or not to take the offer of employment. Obviously as a child care provider we make all checks necessary with regards suitability to working with children.

¹ a new situation would qualify as a parent that presents Wendy Mugford with a child who has specific needs in relation to their race, religion, culture or specific needs in a summer camp environment, that we have not been presented with previously.

3. Promotion of equality of opportunity between children at Laser Summer Camp

At Laser Summer camp we group children into individual mixed age groups. We believe that this promotes the feeling of self and well being, without peer pressure from older children. Group Leaders and monitors alike are advised and encouraged to promote the feeling of well-being within a relatively relaxed and fun environment. All children are encouraged to take a full part in all activities.

Simply from being within this fun environment, one generally finds that children naturally enjoy each others company, and we find that many make new long lasting friends at Laser Summer Camp.

If a Group Leader finds that one or more children are not adhering to this ethos, and they feel that their behaviour is having a direct affect on the rest of the group, or a specific individual, they are advised to bring the matter to the attention of G.Baily as Camp Director and he can then implement our Behavioural policy.

4. Anti-discriminatory practice at Laser Summer Camp

Laser Summer Camp understands discriminatory practice as that which isolates or highlights an individuals child's race, religion, culture, or special needs within a summer camp environment.

Laser Summer camp does not condone any form discriminatory practice, and if there is noted any form of mental or physical abuse due to this, (site Laser summer Camp Behavioural Policy – section 4), G.Baily assesses and formally deals with the situation.

From G.Baily making an informed assessment, there will be parental contact for all parties involved.

5. Information from parents

Due to our **individual booking system**, and the fact that camp runs for only 4 weeks of the year, we feel we are able to take all the details necessary to have a full understanding of any specific needs of a child on camp. Due to our personal approach to booking, we feel that both we as child care providers and the parents have a very positive beneficial outcome from this.

We must highlight that we are obviously only able to deal with each individual child with the information that parents feel they need to share. We cannot account for any withheld information concerning the childs needs, and therefore reserve the right to contact parents and advise if a problem or concern becomes apparent.

6. Key Person System

Graham Baily is key person with any matters dealing with equal opportunities at Laser Summer Camp, and is responsible for promoting the Equal Opportunities ethos within the staff and between parents.