

Ballers Academy Equal Opportunities Policy

September 2023

Ballers Academy is fully committed to providing equality of opportunity for all children and families. We operate in strict accordance with all relevant legislation, including:

- Equality Act 2010
- Children Act 1989

We firmly believe that the activities and services offered by BALLERS ACADEMY should be accessible to all children and families, as well as to all adults dedicated to their well-being. Our primary objective is to ensure that anyone wishing to engage with our club, whether through employment or volunteering, has an equal and fair opportunity to do so.

Volunteers

Ballers Football Academy is dedicated to selecting the most suitable individuals for each role and treating all volunteers and employees fairly in the recruitment process. The commitment to implementing our Equal Opportunities Policy forms an integral part of the job description for all staff members.

Families

We acknowledge and respect the diversity of family structures that successfully care for and love children. Ballers Academy welcomes all types of families and is committed to ensuring that they feel included and valued within our community.

Festivals

Our goal is to show respectful awareness of all significant events in the lives of the children and families associated with our club, as well as those in our broader society. We embrace the diversity of backgrounds from which our members originate. To achieve this:

- Children will be made aware of the festivals celebrated by their families and others, introducing them to the associated stories where appropriate.
- When introducing an unfamiliar festival, we will seek guidance from individuals familiar with the event.
- Families celebrating unique festivals will be invited to share their traditions with the group if they wish to do so.
- We encourage children to appreciate and respect various festivals, their stories, celebrations, and the special aspects they bring to our diverse life experiences.

The Curriculum

All children are respected, and their individuality and potential are recognized, valued, and nurtured. Activities and equipment are designed to provide children with opportunities to develop in an environment free from prejudice and discrimination. We ensure that children have appropriate opportunities to explore, acknowledge, and appreciate both their similarities and differences from others.

Resources

We carefully select resources that provide children and adults with a balanced view of the world, fostering an appreciation for the rich diversity of our multi-racial society. Materials and equipment are chosen to promote self-respect and respect for others by avoiding stereotypes and derogatory portrayals of any group.

Special Needs

Ballers Academy recognizes the diverse range of special needs within our community and is committed to exploring how we can contribute to meeting these needs. Our planning for play settings, meetings, and events considers the requirements of individuals with disabilities.

Discriminatory Behavior/Remarks

Any form of discriminatory behavior or remarks is strictly unacceptable within our setting. We respond to such incidents with sensitivity, aiming to support the victim(s) and help those responsible overcome their prejudices.

Language

We ensure that information is clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are valued, and their languages are recognized and respected within our play settings.

Food

We accommodate medical, cultural, and dietary needs to ensure that everyone can fully participate in our activities.

Meetings

Our meetings are scheduled at times and locations that enable all families to have an equal opportunity to participate in the club's management and decision-making processes. We maintain a conduct that fosters inclusivity and encourages every family to get involved in the running of the club.