



CL Cheerleaders

Equality and diversity policy

Statement of intent

Our troop is committed to providing equality of opportunity and anti-discriminatory practice for all students and families.

Aim

We aim to:

- provide a secure environment in which all our students can flourish and in which all contributions are valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- improve our knowledge and understanding of issues of equality and diversity; and
- make inclusion a thread which runs through all of the activities of the troop.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Childrens Act 1989; and
- Special Educational Needs and Disability Act 2001.

Methods

Admissions

Our troop is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We are able to provide information in as many languages as possible.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our troop because of any disability.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the troop and in the training offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training staff

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all students to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Training students

The rules abided by, by the troop, during their training sessions and beyond encourage the students to develop positive attitudes to people who are different from themselves. It encourages students to empathise with others and to respect.

We do this by:

- making students feel valued and good about themselves;
- ensuring that students have equality of access to training;
- avoiding stereotypes or derogatory images
- creating an environment of mutual respect and tolerance;
- helping students to understand that discriminatory behaviour and remarks are unacceptable;
- ensuring that the training offered is inclusive of students with special educational needs and students with disabilities; and
- ensuring that students whose first language is not English have full access to the training and are supported in their training.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage students to contribute ideas from their everyday life and culture into the routines.
- We encourage parents/carers to take part in the life of the troop and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of differing means when significant expenditure is required, i.e. provision of uniforms etc.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of students are met.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the troop.
- Information about meetings is communicated in a variety of ways - written, verbal and in translation if required - to ensure that all parents have information about access to the meetings.

This policy was adopted at a meeting of CL Cheerleaders Troop

Held on

Signed on behalf of the troop