**Equal Opportunities Policy**

The Club@Midmill believes in the dignity, privacy, choice, safety, potential, equality and diversity of its users.

* Our Policies and Procedures and promotional materials reflect these principles in practice
* Everyone is treated with dignity and respect and value different ethnic backgrounds, language, culture, social diversity and faith.
* All children are treated equally and fairly and we endeavour to establish an environment that is free from bullying, harassment and discrimination and have an anti-bullying policy.
* Consulting with users and valuing the opinions expressed, this includes questionnaires, through formal and informal discussions. Any actions required will be taken into account in future planning.
* Staff are trained to recognise harm, abuse, neglect, bullying and discrimination and in challenging such behaviour

The Club@Midmill will adhere to all relevant changes/updates from The Care Inspectorate, SSSC and National and local Government legislative changes.