



EQUAL OPPORTUNITIES POLICY

The Triangle Adventure Playground Association (The Association) is committed to equality of opportunity and is opposed to direct or indirect discrimination. The Association works to provide its services, employ staff, welcome members, and encourage membership of the management committee regardless of sex, gender, age, race, ability, status, ethnic or national origin, marital status, sexual orientation and regardless of religious, cultural, and political beliefs.

Our first commitment is to resource and maintain the Adventure Playground at Ashmole Street for the benefit of the young people and children of the community we serve. We recognise that children do not have direct political or other formal representation, and this can lead to their play needs being given a low priority in the institutions with responsibility for these needs. We further recognise that children from ethnic and other groups such as those with special educational needs and disabilities (SEND) who are discriminated against suffer from this discrimination in multiple and acute forms. We will work to ensure that children's play needs are given due consideration in policy and practice.

We recognise that women are the primary carers of children, and that this can lead to direct and indirect discrimination in employment, management and access to resources and support. We will aim to ensure that women are treated equally in recruitment of staff and management; use our co-option powers to ensure a gender balance on the committee; and assist with childcare and safe travel arrangements for women committee members as necessary.

We recognise and celebrate the diversity of cultures in Lambeth. We recognise that ethnic and cultural minority communities face particular difficulties in that play policy and practice is defined by the dominant culture. This can lead to direct and indirect discrimination in the provision of resources and support. We will aim to ensure that all ethnic and cultural communities are treated equally in provision of services; that ethnic origin will not be a barrier to staff or management recruitment; and we will use our co-option powers to ensure as far as possible that ethnic minority communities are fairly represented on the management committee.

We recognise that people with disabilities are discriminated against directly and indirectly in access to employment, management and access to resources and support. We are actively seeking to ensure full accessibility to our premises and the play equipment we provide.

We recognise that discrimination on the basis of age, health, education attainment, class and wealth also exist. We recognise that housing conditions and availability of employment are specific factors that reduce opportunities for both adults and children in Lambeth.

We will work to ensure that our policies and practices do not contribute to these types of discrimination.

We are committed to ensuring fair and equal access to training and professional development to all our staff, and we will ensure that the values and aims of our Equal Opportunities Policy inform our training and staff development policies and practice.