

016: Equality, Diversity and Inclusion Policy

Statement of Intent

The Centre takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The Centre is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within this setting

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Management Team at the earliest opportunity.

The Centre and staff are committed to:

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements adopting anti discriminatory practice and procedures.
- Providing a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the Centres ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps, (wherever possible and reasonable) such as ensuring access to people with additional needs.
- Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity.
- Providing positive non-stereotypical information.
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity.
- Regularly reviewing childcare practice to ensure the policy is effective and practices are non-discriminatory.
- Making inclusion a thread, which runs through the entirety of the nursery. For example, by encouraging positive role self-image through the use of toys, imaginary play and activities, promoting non-stereotypical images and celebration of home language and challenging discriminatory behaviour.

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Recruitment

All members of the selection group will be committed to the inclusive practice set out in this policy and will have received appropriate training in this regard.

Application forms will be sent out along with a copy of the equal opportunities monitoring form. Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent. Applicants will return equal opportunities monitoring documentation separately to ensure no discrimination takes place.

At interview, no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

It is the policy of our setting not to discriminate in the treatment of individuals. All staff are expected to cooperate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy.

Training

The Centre recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. The Centre will strive towards the provision of inclusion, equality and diversity training for all staff on a regular basis. All staff are expected to participate in all equality and inclusion training offered.

Early Learning Framework

Early learning opportunities offered throughout the Centre encourage children to develop positive attitudes towards difference and embrace those as differences that make everyone unique. We do this by:

- Ensuring children feel valued and good about themselves.

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- Ensuring all children have equal access to learning and play opportunities reflecting a wide range of communities in the choice of resources
- Use positive images and celebrate a wide range of religions, beliefs and festivals.
- Foster an environment of mutual respect and empathy where children begin to embrace, understand and respect differences
- Ensuring learning opportunities offered are inclusive of children who face barriers to learning, have SEND or come from a disadvantaged background
- Ensuring children with English as an additional language have their learning needs met.

Food

We work in partnership with parents to ensure medical, cultural and dietary needs of children are met. Please see Food and Nutrition Policy.

Meetings

Parent forums are held to encourage parents/carers to become involved in the Centre.

Information about meetings and activities will be communicated in a variety of ways according to individual needs, to ensure that all parents have information about access.

The legal framework for this policy is based on:

Equality Act 2010, Children Act 2004, Care standards Act 2002, Childcare Act 2006

Children (Scotland) Act 1995 and the Special Educational Needs and Disability Act 2001

Reviewed by	Louise Fairbrass
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