

Equality & Diversity Policy & Procedure

See also Special Educational Needs & Disabilities Policy (CC3.2)

Providers must follow their legal responsibilities under the Equality Act 2010 (for example the provisions on reasonable adjustments) EYFS April 2017

The section of the Childcare Register relating to this policy is: CR6.5

The company's main aim is to ensure that all staff/children/parents and visitors feel valued and free from discrimination. This is achieved through promoting equality and diversity with regard to employment, training, admissions to day care, access to the resources, activities and facilities available. There is an appointed Equal Opportunities Officer and an appointed SENCO who will both cascade information and training to others.

We achieve this by:

- Removing barriers to learning so that every child has an equal access to the full range of educational and care aspects of attending the setting
- Employing staff who receive training and support to ensure their delivery is reflective of current government legislation with regards to Equal Opportunities
- Practitioners being positive role models who treat all within the community of the setting with respect, without exception
- We have zero tolerance of discrimination within the setting, and will act swiftly to address any matters that are raised by children, staff or parents. Action will be taken immediately should this be the case.
- We strongly believe that all children and adults should be treated equally, as individuals, regardless of their age, gender, background, disability, race, culture, religion, ethnicity and linguistic background.

We also believe that children and adults should be encouraged to learn about the diversity of British society, and to respect other people's way of life. We support the Fundamental British Values and promote these through our curriculum. We recognise the particular needs of traveller children, refugee children, the children of asylum seekers and 'Looked After' children and will make every effort to meet these needs.

The company's aims and beliefs are practised through the following:

1. Resources

- Toys and equipment meet the needs of all children and adults, and reflect the diversity of our multi-cultural society
- Staff endeavour to be 'positive role models' and reflect positive images of people through displays, toys, imaginary play, books and posters
- We make regular use of the local library, toy library and the multi-cultural centre
- We regularly review all resources to ensure that a variety of activities and equipment is offered and is enhancing the children's learning experiences

2. Meeting the Needs of the Children

- The company has a Key Person Policy & Key Person Procedure that ensures children are settled into their new environment sensitively and that their individual needs are met
- Staff regularly observe the children to monitor their development and to recognise any areas that they need extra support in
- Staff provide opportunities for parents to talk about the needs and development of their child
- Staff liaise with outside agencies and professionals to help support the individual children
- Each setting has a Multi-cultural Co-ordinator

3. Employment

The Company aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the Company will ensure that no job applicant or employee will receive more or less favourable treatment on the grounds of age, gender, disability, learning difficulty, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work or training for the work. The Company includes this Equality & Diversity policy at a new team member's induction pack.

The Company has a Flexible Working Policy & Procedure (SD10.0) in order to ensure that we are able to employ individuals with diverse needs. This comprehensive document outlines the various working practices that are available to new or existing employees.

The company further supports employees through:

- Acknowledging that individual training needs and expertise are recognised through regular staff meetings, performance reviews and informal and formal discussions
- In-house and external training being offered to all staff to enhance their development
- Ensuring each setting has a Training Co-ordinator
- Undertaking a thorough induction for all new employees, and ensuring they are issued with a 'Staff Handbook'

4. Environment and Organisation

- Adjustments to the environment will be made to meet the needs of individual children and staff
- Members of the community and parents are welcomed into the setting to share their skills and experiences with the children and staff
- The staff take the children into the local community, and visit the local amenities
- All children and adults are acknowledged and greeted with a smile
- Open communication is encouraged at all times between parents, staff and children

5. Legal Duties

We accept our obligations to fulfil the statutory requirements laid down by the following:

- The Race Relations Act 1976 (as amended by the Race Relations Act 2000)
- The Sex Discrimination Act 1975 & 1986
- The Equal Pay Act 1970
- The Disability Discrimination Act 1995 & 2005
- The SEN & Disability Act 2001
- The Children Act 2004
- The Rehabilitation of Offenders Act 1974 (exemption clause)
- The Employment Act 2002 & 2008
- The Employment Equality Regulations 2003
- Childcare Act 2006
- Safeguarding Vulnerable Groups Act 2006
- The Equality Act 2010
- Bribery Act 2010
- The Children and Families Act 2014
- The Special Educational Needs and Disability Regulations 2014

This legislative list is not exhaustive.

Review of Policy

This policy is reviewed annually.

Review date – January 2022