

CYLCH MEITHRIN TEDI TWT
EQUALITY AND DIVERSITY POLICY

Cylch Meithrin Tedi Twt follows this policy, reviews it annually and updates it as required.

The leader of Cylch Meithrin Tedi Twt will ensure that every member of staff understands this policy.

Cylch Meithrin Tedi Twt will ensure that parents and carers are aware of this policy by taking the following steps:

(Note how you will share this information. E.g. Policy will be placed on the Cylch Meithrin website; Policy to be given in a handbook to parents / carers; place policy in the entrance or where people are able to view it; draw the attention of parents and carers to the policy during parents evenings / mornings. This list is not exhaustive.)

- 1 Information on updated policies will be shared on our social media sites
- 2 Policies will be placed in the entrance where people are able to view them
- 3 Policies will be emailed out at the start of term to all new parents and as and when changes are made.

REVIEWED BY

DATE

(Name)

(Signature)

(Date)

(It is suggested that you review your policy annually and notify CIW, where appropriate, of any changes you make.)

EQUALITY AND DIVERSITY POLICY

Aim

The aim of the Cylch Meithrin is to provide an inclusive atmosphere which promotes the contribution and participation of everyone involved with Cylch Meithrin.

The Cylch Meithrin will ensure that all sectors of the community, especially those from a deprived background, regardless of their language, know that the Cylch Meithrin activities are available to them.

The Rights of the Child

This policy is part of ensuring that the Cylch Meithrin respects children's rights as included in the United Nations Convention of the Rights of the Child, particularly:

- Article 3 All organisations concerned with children should work towards what is best for each child.
- Article 8 Governments should respect children's right to a name, a nationality and family ties.
- Article 14 Children have the right to think and believe what they want and to practice their religion, as long as they are not stopping other people from enjoying their rights.
- Article 30 Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

Code of Practice

The Cylch Meithrin environment

The Cylch Meithrin commits to give every child opportunities to benefit from a range of early years experiences. To this end, the Cylch Meithrin will ensure that the Cylch Meithrin environment promotes understanding of cultural diversity.

The Cylch Meithrin will:

- promote equality and diversity within each activity and though working with parents/carers/guardians¹.

¹ NMS 2016, 16.1: equality of opportunity and anti-discriminatory practice is promoted in the setting

- recognise that equality and diversity includes all aspects of employment and service provision². To this end, the Cylch will ensure that the committee/manager and staff comply with this policy at all times and will review the policy annually to ensure that the policy complies with legislation and current guidelines.³ This policy is presented to all staff as part of their induction training.
- recognise and remove any practice which discriminates on the basis of race, disability, gender, age, sexual orientation, pregnancy and motherhood, religion or social status.
- promote and atmosphere which is free of discrimination, harassment and bullying. The Cylch will deal with any behaviour which violates this. Failure by a member of staff or volunteer to adhere to this policy could lead to action under the Disciplinary Procedure.

Working with Families

The Cylch Meithrin is committed to ensuring that families from all sectors of the community are aware that the Cylch Meithrin's activities are available to them.

The Cylch Meithrin will:

- create an impression that welcomes and reflects all sectors of the community by using clear and simple language. Ensure that any letter, newsletter, statement, poster, booklet, leaflet etc. which displays the Cylch name does not use discriminatory language/pictures/images.
- ensure that everyone associated with the Cylch are made aware of all the activities that they have a right to take part in an appropriate medium, in clear language, and free from any terms that could be deemed discriminatory.
- encourage parents/carers/guardians to take part in the setting's life e.g. by ensuring a fair and balanced representation of Cylch staff on the management committee / parents association.
- provide facilities to allow everyone associated with the Cylch to contribute to the Cylch's activities without considering language, nationality, race, gender, sexual orientation, disability, religion, marital status, culture or social status. Everybody's contribution will be respected.
- arrange meetings which are suitable to the circumstances of all associated with the Cylch, in terms of time, notice, access, interpretation equipment, and any other necessary arrangements. Monitor attendance and consider changes to time, location etc. in order to give the opportunity to parents who wouldn't be able to attend otherwise.

² NMS 2016, 16.3: all children and adults are treated with equal concern and the registered person complies with relevant anti-discriminatory legislation and good practice in all areas, including employment, training, admission to day care and access to the resources, activities and facilities available.

³ NMS 2016, 16.2: there is an equal opportunities policy, which is consistent with current legislation and guidance and is regularly reviewed. All staff and volunteers understand and implement this policy and it is available to parents.

- monitor access to the Cylch's activities and make a special effort to include every sector of the community. In order to do this, the Cylch will undertake an annual review of the Cylch's activities.
- work in partnership with parents/carers/guardians to meet the medical, cultural and dietary needs of the children.

Activities of the Cylch Meithrin

The Cylch Meithrin is committed to offering children an opportunity to benefit from a range of early years experiences. To this end, the Cylch Meithrin ensures that the activities and resources in the Cylch Meithrin promote understanding of cultural diversity.

The Cylch Meithrin will:

- provide support and encouragement to members of staff to develop their careers and increase their contribution to the work of the Cylch Meithrin by enhancing their skills and information. The Cylch Meithrin will provide training to staff and volunteers in order to improve skills and expand their information.
- ensure that cultural diversity is reflected in the range of resources that the Cylch Meithrin provides e.g. dolls, toys, books, games.
- encourage children and their families to share experiences from their everyday lives.
- look for opportunities to invite or visit representatives from different communities to share experiences from their everyday lives.
- celebrate a variety of cultural festivals.
- encourage children to learn about different foods, eating practices, and encourage children to develop respect toward the various cultural practices.

Associated Policies

Inclusion and Equal Opportunities Policy

Staffing Policy

Admissions Policy

Healthy Eating and Keep Fit Policy