

# Wildwood Tuition and Childcare



**Cogito, ergo, sum**

**To ensure that every member of the community feels loved, with a sense of God at the heart, with 5 basic values:**

- **Respect,**
- **Kindness**
- **Perseverance**
- **Forgiveness**
- **Inclusivity.**

# Equality and Diversity Policy

## Policy Statement

Wildwood Tuition and Childcare Ltd believes that our success is a direct result of the experience and quality of our associates.

We treat people fairly and, where appropriate, equally or differently by accepting and embracing their diversity. We foster innovation, enhance our corporate social responsibility and create an inclusive and positive working environment for all. No person acting on our behalf shall discriminate in any situation against another individual or group, directly or indirectly, because of age, sex, disability, gender, re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief and sexual orientation.

These principles apply to all terms and conditions of engagement.

## Scope

This policy covers all people working on behalf of Wildwood Tuition and Childcare Ltd, regardless of position or status and includes associates.

## Aims

- To ensure equality, diversity and inclusion.
- To offer fair treatment in every aspect of working life with Wildwood Tuition and Childcare Ltd and our clients and associates, from our written procedures through to every action and decision we make
- To promote a culture where each client and associate is treated with respect and dignity and recognises the value that diverse teams can bring.

## Commitment

To achieve our aims Wildwood Tuition and Childcare Ltd commits to the following:

- Ensure that the principles of the policy are embedded in all of our work, our business strategies and plans, all policies and procedures and all of the work that we undertake for ourselves or our clients.
- Challenge and investigate discriminatory behaviour and enforce our performance and disciplinary procedures when deemed necessary.
- Actively promote positive and best practice equality and diversity practice across Wildwood Tuition and Childcare Ltd.

We work in accordance with all relevant legislation including the Equality Act 2010. I believe in promoting equal opportunities for everyone and value diversity in children, parents, carers and visitors. I believe that all children have an entitlement to have equal access to a broad balanced, relevant and differentiated curriculum. This relevance includes, where appropriate, consulting with speech and language services as well as other NHS services as appropriate. We strive to ensure that all children can develop self-confidence and high esteem whilst recognising and valuing differences between themselves and others.

The diversity of individuals and communities is valued and respected. No child, or family is discriminated against. Everyone is respected and nurtured.

We promote Equal Opportunities by:

- Creating diverse sessions which encompass are from differing cultures
- Attending suitable training
- Encouraging children to recognise their own unique qualities

- Work with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements etc
- Monitoring the curriculum and use of resources to ensure a broad and balanced curriculum that reflects our culturally diverse society and which is suitable for both active and more passive children
- Promoting an anti-bias curriculum to actively challenge any negative feelings towards and stereotyping of others. This will be partly through meeting many people of different cultures and disabilities through play situations
- Celebrating a wide range of cultural experiences and festivals using appropriate teaching methods
- Writing notices in a variety of community languages
- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development
- Working with Dagoretti Rehabilitation Center, Nairobi, Kenya
- Supporting local children centres and local foodbanks