

## Equality and diversity policy

### Aim of the policy

Our equality and diversity policy recognises that all people have a right to their distinctive and diverse identities and that all people are different and must be treated as individuals.

### Points to consider

We provide a supportive, open environment where all children and employees have the opportunity to reach their full potential. We manage the provision of and access to high-quality, affordable childcare. We promote equality and diversity through our relationships with children, parents, families and carers.

We aim to achieve this by:

- Ensuring all children are included.
- Providing children with activities and learning opportunities to acknowledge, promote and respect diversity in local communities.
- Providing positive images and role models that illustrate non-stereotypical roles, racial, cultural and religious diversity and disability in a way that has real meaning to the children and their families.
- Encouraging an understanding of spiritual development by reflecting all faiths and encouraging the tolerance of all faiths, including the promotion and celebration of religious festivals and their meanings. Each individual setting will aim to enjoy and celebrate religious events personal/relevant to the community they serve.
- Having policies and/or procedures in place to deal with inappropriate practices and attitudes, with action to be taken should discrimination occur.
- Ensuring that all our publicity demonstrates an understanding of equality and

- diversity. • Using language that is easily understood.
- Wherever there is a widely shared specific need or where individuals have common needs, having each setting address these through a specific strategy.
- Recognising the need to monitor and review our policies and welcome challenges from, and the involvement of our employees and customers in this process.
- Actively consulting with different individuals and communities to ensure that the services we provide are responsive and reflect the diversity of needs.
- Valuing the diversity of all communities and making our services, facilities and resources accessible and useful to every individual.
- Recognising that our ability to meet these diverse needs is improved by having a diverse workforce that generally reflects local populations and that has the skill and understanding to achieve our service objectives.
- Committing to valuing diversity in our workforce and to developing and training our employees to improve their ability to meet our goals within an overall framework of equality.

Believe that our employees have an important part to play in making this happen

- Require every employee to recognise and discharge their own responsibility
- Undertake to listen to our customers and involve them in the development of services that recognise and value their diversity To ensure that we meet this policy at all times, each setting has dedicated equality officers who support all members of staff by:
  - Ensuring their team, room and garden area are promoting equal opportunities in their practice and environment
  - Ensuring that different cultures and festivals are equally celebrated and promoted
  - Ensuring the team has a good understanding of cultures and festivals and can therefore promote them correctly
  - Attending training on equal opportunities, promoting inclusion and cascading this back to the rest of the team

They each work together with the other equality officers and senior member of staff to create a setting that:

- Ensures every child is given the same opportunities regardless of their abilities

- Positively promotes equality among different genders and cultures
- Gives every child an open and accepting knowledge of the world around them