

EQUALITY, DIVERSITY AND INCLUSION POLICY	
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EQUALITY, DIVERSITY AND INCLUSION POLICY

The Children and Family Services at Windmill Hill City Farm acknowledge that there are individuals and groups who experience disadvantages in our society. This may be because of age, sexual orientation, marital status, race, colour, gender, disability, nationality, religion, class or beliefs.

It is our intention, through working with the Equality Act 2010 and the implementation of this policy that all users of our services are respected as individuals and are enabled through our practice and support to develop and become self-reliant and confident individuals.

Current Practice:

Admissions and Membership:

The setting is open to every family in the community. The setting operates a priority system and this is outlined in the admissions policy and procedure.

Recruitment and Employment:

We will recruit and employ people on an equal basis and aim to ensure that no applicant or employee is excluded or unfairly treated on the grounds of age, sex, sexuality, family status, means, disability, race, ethnic origin, culture, religion or belief. See Equal Opportunities Policy Guidelines for Recruitment of Employees.

Management:

We recognise that the Board of Trustees should reflect the make-up of the community that it serves and every effort will be made to redress any imbalance or exclusion. It is a condition of membership of the committee and employees (both paid and voluntary) to follow the principles outlined in this policy.

Disability and Inclusion:

We accept the social model of disability and will strive to redress the disabling elements within our society and within its own organisation and practice. We

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will make every effort to meet the needs of disabled children and parents/carers and to ensure they are welcomed and valued. We recognise that this will be achieved, not only through the provision of physical access, but by the attitude of management, staff and users of the service.

We will identify a member of staff to take responsibility for inclusion. Please see our Special Educational Needs Policy.

This Policy will support children in the following ways:

- Encourage them to experience a wide range of toys, resources, equipment and play activities, using a variety of materials which will also compliment their home life and experiences.
- Encourage them to play in an un-stereotyped environment.
- Give them the opportunity to participate in a variety of activities allowing them to develop their knowledge and understanding around different cultures, traditions, family backgrounds and experiences.
- Encourage them to express themselves as freely as possible, both verbally and through their play and the experiences offered.
- Encourage them to respect and value each other's differences.
- Encourage them to interact and play with each other in a positive and caring way.
- To encourage every child to have a voice and from this positively work with the child's interests.

This Policy will support families in the following ways:

- All families using the services will be valued and respected and treated in a non-judgmental way.
- First languages and regional dialects will be valued, respected and supported.
- Staff will respect individual parents, parenting values and be open to

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learning about different cultural and religious practices and offer support and guidance as necessary.

- All parents/carers will be encouraged to respect and value one another.
- Parents/carers will receive regular updates on their child's progress and will always be kept informed on any issues arising.
- Staff will work in partnership with parents/carers who will be valued as their child's first educator.
- Parents/carers will be encouraged to communicate anything they feel relevant to staff.
- All parents/carers will be informed of the complaints procedure which will be accessible on request.

This Policy will support staff/students/volunteers in the following ways:

- The Children and Family Services staff will acknowledge each child's individual needs and provide the appropriate resources, stimulation, challenges and support through working in partnership with the parents/carers. It is staff's duty to inform senior staff if provisions are limited or inadequate to support any child/ren to allow the right support to be given.
- All staff will follow anti-discriminatory practice in their work with all children and their families and towards each other.
- All individuals working for Children and Family Services have the duty to challenge any discriminatory incidents and report it to the Manager/Deputy Managers who will act accordingly.
- All staff will promote positive non-stereotypical images in displays and activities.
- All staff will ensure that all activities are planned to include all children and where appropriate families and carers, taking into consideration the abilities and needs of the group of the people involved.

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- All Children and Family Services staff will have an induction and where necessary attend training to set in context the importance of Equality, Diversity and Inclusion issues.
- All staff will be required to attend staff meetings to ensure there is an open and equal forum.
- All staff will respect, value and support every individual in a non-discriminatory manner in the setting e.g. children, parents, carers, visitors and colleagues. If staff are found to breach this in any way to any persons it may result in disciplinary action.

Resources

- Resources will positively reflect our diverse society, gender roles and disabilities.
- Toys, books and equipment will be regularly monitored to ensure it reflects equalities issues.
- The Board of Trustees will work with staff in ensuring there are funds in the annual budget to purchase resources to promote positive images and to develop areas.

Inclusion

- We aim to ensure that we are as inclusive as we can be and intend to support the needs of everyone that accesses the Centre.
- The setting has a Special Education Needs and Disability (SEND) Policy (2014) as well as a Special Education Needs Co-ordinator who will work with the SEND Code of practice 0 – 25 years to ensure that through working in partnership with parents/carers and other agencies that children's individual needs are met.
- In order to ensure that we meet the needs of all individuals in our setting we will continually review, monitor and evaluate our services and practices.

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Publicity and information

- Publicity will be in an accessible format using non-stereotypical images.
- We will aim to convey relevant publicity materials to all families in and around the area.
- Activities will be advertised giving clear information about what is taking place, who it is for and how they can access it.
- The staff team will ensure that displays reflect the work of every child.

Monitoring

- Through reflective practice and self-evaluation, we will implement monitoring systems to highlight shortcomings and review our procedures and practice accordingly on a regular basis.

Children and Family Services Policies & Procedures

We have a variety of Policies and Procedures. These can be viewed on our website and there are also folders containing the policies and procedures in the Children and Family Services reception area for families to view as well as in each room. If you are interested in viewing these or need support in understanding them, please ask a member of staff.

The Equality Act 2010

The Act brings together for the first time all the legal requirements on equality that the private, public and voluntary sectors need to follow. It affects equality law at work and in delivering all sorts of services. It replaces all the existing equality law including:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995

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The Protected Characteristics: key points:

The Act protects individuals and groups from discrimination based on their “protected characteristics”. There are nine protected characteristics and they vary slightly in their bearing according to whether a person is using a service or at *work:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

If further information is required on any of the characteristics please ask a member of the senior staff team.

Our aim is to meet the needs of all children, families, visitors and colleagues. Equality, Diversity and Inclusion is of a high priority to all of us. If you have any concerns with regards to equalities issues you must share these with any staff members in order for us to acknowledge your concerns and take the necessary actions if necessary.

The named Equality, Diversity and Inclusion Officer is Vadna Chauhan