

## 7. EQUALITY AND DIVERSITY POLICY

This Equality and diversity policy cross-references to all Royston Playgroups policies.

Royston Playgroup is open to all families within the community.

All children and adults are an asset to the setting, they will be valued, recognised and respected. Activities and the use of play equipment offer opportunities to develop in an environment free from harassment, prejudice, discrimination and will promote positive attitudes and self worth. All staff, adults and children connected to the pre-school will be expected to promote equal opportunities and encourage children to do the same through being positive role models and immediately challenging any discriminative language, gestures or behaviour.

At Royston Playgroup religions, cultures, and festivals are acknowledged. The environment is stimulating, challenging and caring. Toys and activities are planned, presented and assessed so that each individual is given an equal chance, treated fairly and is free from stereotypes. This helps to show loving, giving, sharing and respect for all people. Learning about each other helps us to understand feelings, families and belonging. All areas and aspects of learning from the foundation stage are covered throughout the long term curriculum plan. This is a flexible framework to enable children to learn spontaneously through play as well as from each others diverse experiences.

We do celebrate individual birthdays (please inform the Playleader if you do you not wish your child's birthday acknowledged). Together we are still learning about various festivals, stories, celebrations, foods and clothing throughout our World. We would welcome any parent/carers that feel they could extend our learning and/or could come along and show us some of their expertise in all areas. Our snacks and resources reflect the diversity of the community.

We welcome into the playgroup all families, adults and children regardless of their ability, age, class, colour, culture, disability, ethnic origin, family circumstances, gender, linguistic background, marital status, political activity, religion or belief, sexual preference, additional needs (see SEN policy) or trade union affiliation. Our facilities and resources are constantly being reviewed and updated as and when monetary funds allow.

Our Playleader is fully qualified and can be approached on any delicate matter that needs consideration with confidentiality. There are many different types of families and circumstances that need individual attention and differing family needs can be catered for if consultation is sought with the Playleader.

Legislation, Laws and standards relevant to Equal Opportunities and cross-referencing to all other policies and procedures includes;

- Disabled & Discrimination Act 1995.
- Race Relation Act 1976. (Amendment 2000)
- Racial Equality Act 2000
- Sex Discrimination Act 1986.
- The Children's Act 1989.
- Care Standards 9 2002
- Equal Pay Act 1975 and Regulations 1983.
- Education Act 1993.
- Human Rights 1998
- United Nations Convention on the Rights of the Child 1990 (UNCRC)
- SEN Code of Practice

Full details can be gained through internet services and reference information from most libraries in the Borough of Bromley.

For recruitment the playgroup will appoint the best person with the essential qualifications for the job offered and will treat all applicants for jobs fairly. The position will be advertised widely and will give all applicants the opportunity to be interviewed. Training opportunities will constantly be reviewed and offered fairly within the allotted budget. We aim to create a work force that is representative of the local community by encouraging parents/carers to workshops and offering local educational opportunities to suit individual needs.

All members of staff are aware of each other being treated equally and this forms part of the partnership between family/carers, children and playgroup. Disciplinary procedures will be enforced if respect for others is not shown. Parents/carers must also abide by the policies and be good role models for their children. All adults and children associated with the playgroup are encouraged to actively challenge discrimination. Observations, reviews of progress, parent's consultations and evaluations are on going. Any concerns regarding equal opportunities should be brought to the attention of the playleader without hesitation.

Every child's registration form has details of their families religion and precise background. Medical, cultural, and dietary needs will be met as long as prior knowledge has been gained to do this professionally and in accordance to all other policies. Please ensure that all details are forwarded to the playleader verbally and in writing.

All parents/carers are welcome on to the setting's voluntary committee (please contact the playleader for further information). If you wish to volunteer any other services or suggestions that you feel would enhance the group please feel free to talk to the playleader.

Our Equality and Diversity Officer is Dawn Fuller.

*This document is reviewed annually although alterations will be made at times if legislation is changed. This will be done with committee and parental consent.*

PLAYLEADER SIGNATURE.....

DATED.....

COMMITTEE SIGNATURE.....

DATED.....