



## Equality and Diversity Policy

### AIMS

The aim of the group is to:

- Provide a happy, safe, secure and inclusive environment which will support all children attending to realise their full potential.
- Actively promote equality and diversity by ensuring all children and families are welcome and have equal access to information and opportunities to enable them to participate fully in the Centre.
- Challenge any racist, sexist and all other discriminatory behaviour in both children and adults.

### Section 1: Admissions

It is our aim to be genuinely accessible to all children within the local community regardless of race, gender, status or religion. We will do this by giving the opportunity to all children if a place is available either in our baby room, 2/3 group, day care or funded session groups. It is also the policy of the Centre that a child out with the local area will be given the same opportunities of admission as children who live within the local area. Children from other countries are welcome in the Centre, contacts with Moray Council with regard to communication and language and any other problems would be established.

### Section 2: Activities/ Curriculum

It is our aim to offer curriculum/ activities in our group, which will encourage children to participate in a variety of activities and provide opportunities to become aware of and respect a diversity of cultures and religions. We aim to provide an environment that is free from prejudice and discrimination. We will do this by encouraging children to respect others. We use every day events and festivals to build understanding and respect for others. Through looking at other cultures and examining similarities and differences, a respect for all people should develop.

### Section 3: Resources

We ensure that our resources positively and accurately reflect today's society. We will do this by providing good quality resources, which are up to date and in good condition. We have modern style wooden jigsaws depicting different celebrations and cultures, modern reference books and age appropriate stories and cultured dolls.

### Section 4: Food

We will work in partnership with parents to ensure that the medical, cultural and dietary needs of all children and adults are met and that awareness of differences is appreciated. We will do this by ensuring that all children will have up to date enrolment forms that contain personal details, medical information i.e. allergies, all about me section, languages spoken at home

### Section 5: Valuing diversity in the family as a whole: communication and information sharing.

We recognise that the north east of Scotland is no-longer an area of mono-culture therefore our group will take into account the diverse nature of the family make up in today's society including extended families where appropriate. Our group will consider how best to meet

individual needs of users including financial, language, gender and cultural and make efforts to accommodate these when sharing information.

We will do this by allocating each child with a key worker. This person will meet on a regular basis with the child's parent/ carer which will give both parties the opportunity to exchange information, provide support and help if and when required this will ensure each that each child, parent/ carers and other appropriate family members are treated with respect and dignity.

#### Section 6: Staff Training

All staff and volunteers will have the opportunities to develop their knowledge and skills appropriately.

We do this by having yearly staff appraisals meetings, opportunities for staff to access training from the Moray College Partnership, Moray Council and any other training available to the Centre by other outside agencies i.e. Moray Leisure Centre, sports Training, CALA and LT Scotland.

#### Section 8: Monitoring and Review of Policy and Practice.

We monitor and evaluate our practice with regard to equality and fairness by recording and meeting staff to discuss continual changes in inclusion, equal opportunities and fairness.