

## Equality and Diversity Policy

### Statement of Intent

Eduplay's Mobile crèche, MFC crèche and FFB services are committed to providing equality of opportunity and anti-discriminatory practice for all children and their families. We aim to:

- Provide a secure environment in which all can flourish.
- Provide an environment where all positive contributions are valued from children and their families, particularly stories of their everyday life.
- Provide non-stereotypical information about different ethnic groups and people with disabilities.
- Improve our knowledge and understanding of issues of equality and diversity.
- Be an inclusive service provider through all of our activities.

We work in accordance with all relevant legislation, including:

- Disability Discrimination Act 1995
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989; and
- Special Educational Needs and Disability act 2001

We believe that our services should be open to all children and families. We also aim to ensure that all who wish to work in, or volunteer to help within our services have an equal chance to do so.

### Admissions

- Eduplay's mobile crèche, MFC crèche and the FFB service are open to any child between 3 months and 5 years or up to 11 years for the FFB, in accordance with our Admissions policy and are promoted accordingly.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We have a fair and clear Admissions policy.
- We ensure parents/carers are made aware of our Equality and Diversity policy when introducing them to our services.
- We do not discriminate against a child or their family, or prevent admissions to our services on the basis of colour, ethnicity, religion, disability or social background, such as being a member of a travelling community or an asylum seeker.
- We ensure within our organisations means that people with disabilities can participate in the services offered.

### Employment

- Posts are widely advertised to ensure the most effective communication with potential applicants takes place.
- All applicants are judged against explicit and fair criteria stated in the job description and person specification.
- Eduplay will through our recruitment and promotion practices work towards the composition of a staff team, which reflects the communities in which it works.

- All application packs will contain a Health for All Enterprises CIC equal opportunities statement.
- Acceptance of our Equality and Diversity policy will be a condition of employment.
- The applicant who best meets the criteria is offered the post, subject to references and checks with the CRB. This ensures fairness in the selection process.
- We monitor our application process to ensure that it is fair and accessible to all.

### **Training**

- We seek out training opportunities for staff, sessional workers, students and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices regularly to ensure that we are fully implementing our policy for equality and diversity.

### **Festivals**

Our aim is to show respectful awareness of all major events in the lives of children and families involved not only in our services but, in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge festivals, which are being celebrated by families and others.
- Children will be made aware of the festivals, which are being celebrated by their own families or others, and will be introduced with parental permission and where appropriate to the stories behind the festivals.
- Before introducing a festival which workers within our services are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate at home festivals, which Eduplay staff are not familiar with, will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and encouraged to take part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

### **Activities**

- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the crèche will ensure that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.
- We will ensure that activities offered are inclusive of children with special educational needs and disabilities.
- We will positively reflect the widest possible range of communities in our choice of resources and avoid stereotypes or derogatory images in the selection of books or visual aids.
- Appropriate opportunities will be given for children to explore, acknowledge and value similarities and differences between themselves and others.
- We will ensure that children with English as an additional language are supported appropriately in their learning and development.

### **Resources**

- These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society.
- Materials will be selected to help children develop their self-respect, and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

### **Special Needs**

- Eduplay mobile crèche, MFC crèche and FFB service recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.
- Planning for meetings and events regarding our services will take into account the needs of people with special educational needs and disabilities.

### **Discriminatory Behaviour/Remarks.**

- Any discriminatory language, behaviour or remarks by children, parents/carers or any other adult are unacceptable within Eduplay mobile crèche, MFC crèche and the FFB and will be challenged appropriately and recorded if necessary.
- Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.
- We will help children understand that discriminatory behaviour and remarks are hurtful and are not acceptable.

### **Language.**

- Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.
- Bilingual/multilingual children and adults are an asset to the whole group. Parents who have English, as a second or additional language will be valued and their languages recognised and respected within all our services.

### **Food**

- We work in partnership with parents/carers and Belle Isle Family Centre Catering Services to ensure that the medical, cultural and dietary needs of the children are met.
- We help children learn about a range of food, cultural approaches to meal times and eating, and to respect the differences among them.

### **Meetings**

- Eduplay's Services will make every effort to ensure the time, place and conduct of relevant meetings, enabling the majority of parents/carers to attend, so that families have an equal opportunity to be involved in and informed about the services we offer.