

EQUALITY AND DIVERSITY

The EYFS set standards to enable us to reflect the rich and personalised experience that many parents give their children at home.

We understand the term 'equality' to refer to the inclusion of all irrespective of, age, social class, gender, social orientation, health, education, religion, physical disability or appearance, marital status, cultural beliefs etc.

We have a responsibility to ensure positive attitudes and practices are established in the early years, and through good practice, children will learn to value and respect one another as individuals.

AIMS

- To create a setting based on parity of opportunity, ensuring that children, parents, carers, staff members, visitors and volunteers are treated equally, irrespective of race gender, religious beliefs, culture, language, age, diet, class, disability or personal circumstance.
- To provide a secure environment in which all our children can flourish and an ethos which helps the development of mutual respect and self - worth.
- To be a setting where good manners are encouraged and courtesy is extended to everyone.
- To allow all children access to a wide and varied curriculum. To provide resources and play equipment which reflect a range of communities and differing abilities. To stretch and challenge children.
- To improve our knowledge and understanding of anti-discriminatory practice through on-going staff training.
- We comply with all current U.K. and European legislation and review this policy annually.
- We work in partnership with families and carers to meet the needs of all the children in our care. We offer inductions to parents/carers when we explain our routines, share our ethos and our policies. Family members will be encouraged to share information with staff: for example their first language, customs, beliefs etc. in order to expand our knowledge and understanding and enable diversity to be celebrated.
- We provide positive role models and not stereo types on the base of age, race, gender etc.

OBJECTIVES

- Voyage staff actively promote equal opportunities regarding: staff training, children's admission, and access to the resources and facilities available. We provide information in clear, concise language, whether spoken or written

- Staff ensure that, through liaison with parent/carer that all children’s records contain certain information which enables appropriate care to be given.
- We treat children and their family members as individuals and with respect. Negative remarks overheard from staff, parents, carers, children, volunteers or visitors are challenged immediately.
- Various religious occasions and festivals are celebrated as part of the curriculum.

PREVENT DUTY

- The ethos, attitude and care given by the staff to the children and their families promote an atmosphere of mutual trust and respect.
- We ensure that cultural, ethnic and linguistic diversity is represented through appropriate resources and events, such as food, books, role–play equipment and festivals which address diversity and the cultural needs of a diverse group. This is linked to British Values.
- We ensure that the curriculum offered is inclusive of children with Special Educational Needs and children with Disabilities (SEND Policy) Wherever possible we enable children learning English as an additional language to be supported therefore gaining access to the curriculum.
- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices.
- We follow the EYFS framework necessary to promote equality and diversity and we encourage parent/carers, visitors and members of the local community to support our policies and to be active in developing our children as responsible young citizens.

All children need to delight in cultural and linguistic diversity from their earliest years, and to be treated with sensitivity, care, concern and dignity whatever their background, circumstances, experiences or needs.

If you treat children the same all the time
They are being **disadvantaged**
Each child has **different needs**
Each child is an **individual**

	Extended Services Manager	
	Deputy Manager	
	Chair of Governors	

