

Rainbow Early Years

Equality and diversity policy

Statement of intent

Rainbow Early Years (REY) is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity; and
- Make inclusion a thread, which runs through all of the activities of the group.

The legal framework for this policy is:

- The Equality Act 2010;
- Race Relations Amendment Act 2000;
- Children Act 2004; and
- Special Educational Needs and Disability Act 2001.
- British Values 2015

Methods

Admissions

REY welcomes all members of the community.

- We aim to advertise our service widely through word of mouth, newspapers, on our own website and posters.

- We aim to reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We will provide information, such as newsletters, in alternative languages as requested.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to REY because of any disability.
- We ensure that all parents are made aware of our equal opportunities policy.
- We will develop and use an action plan to ensure that people with disabilities can participate successfully in the services offered by REY and in the curriculum offered.
- Actions will be taken against any parent/carer, or any other adult involved with REY, who demonstrates discriminatory behaviour.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to at least two references and checks by the Disclosure and Barring service (DBS). This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- Please refer to the separate Staffing and employment policy for more details.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices, which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.
- Specific training from suitably qualified medical staff will be given to our staff so they can safely and accurately administer medication or carry out medical procedures, as is required, in order for children to be fully supported at REY.

Curriculum

The Early Years curriculum offered at REY encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;
- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Celebrating a wide range of festivals;
- Creating an environment of mutual respect and tolerance;
- Helping children to understand that discriminatory behaviour and remarks are unacceptable;
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.
- Following the legal requirements of implementing the Early Years Foundation Stage (2012).
- Ensuring children have a voice through following their interests and planning to support them.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life.
- We encourage parents/carers to take part in the life of REY and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of differing means.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

- We support children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.
- We provide healthy snacks and fresh water and milk to drink for all children.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of REY.
- Information about meetings is communicated in a variety of ways - written, electronic, verbal and translated, when required - to ensure that all parents have information about access to the meetings.

This individual policy forms part of a larger policy document and should be read alongside our other individual policies.

Date adopted for Rainbow Early Years: January 2005

Reviewed : August 2017 by Manager.
14-8-18 by Manager
30-8-19 by Manager
04-08-20 by Manager

Date of next review: _____Annually