

Equalities: **Valuing Diversity and Promoting Equality and Inclusion.**

Policy statement

At AACC we are committed to ensuring that we provide a welcoming, safe and caring environment, fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our joint setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued,
- include and value the contribution of all families to our understanding of equality and diversity,
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities,
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity,
- make inclusion a thread that runs through all of the activities of the joint setting.

Legal framework for this policy

[Childcare Act 2006](#)

[Disability Discrimination Act 2005](#)

[Equality Act 2010](#)

[Human Rights Act 1998](#)

[Race Relations Act 1976](#)

[Sex Discrimination Act 1986](#)

[Special Educational Needs and Disability Act 2001](#)

[Special Educational Needs \(SEN\) Code of Practice](#)

Procedure

Admissions:

- Our setting is open to all members of the community;
- We advertise our service widely;

- We reflect the diversity of our society in our publicity and promotional materials;
- We provide information in clear, concise language, whether in spoken or written form;
- We would provide information in as many languages and formats (i.e. braille) as possible if required;
- We base our admissions policy on a fair system;
- We ensure that all parents/carers are made aware of our equal opportunities policy;
- We do not discriminate against a child or their family, or prevent entry to our joint setting, on the basis of colour, ethnicity, gender, religion or social background, such as a member of the travelling community or an asylum seeker;
- We ensure that all children are valued, irrespective of their race, colour, nationality or ethnicity;
- We encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity;
- We acknowledge the existence of racism in society and take steps to promote good relations between different ethnic groups and cultures within the joint setting and the wider community;
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reasons relating to disability;
- We develop an action plan to ensure that people with disabilities can participate successfully in the services at AACC. We would provide reasonable adaptations and available staff to provide additional support if required;
- We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, threatening behaviour or physical assault are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment:

- Posts are advertised in a variety of media sources and outlets, and all applicants are judged against explicit and fair criteria;
- Applicants are welcome from all backgrounds and posts are open to all people over the age of 17 (Ofsted requirement);
- As a setting we follow ACAS guidelines to prohibit any kind of discrimination and harassment;
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process;
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications;
- We monitor our application process to ensure that it is fair and accessible;

Staff and Training:

- We seek out training opportunities for all staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish;
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required;
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion;
- The staff follow our equalities guidance in their day-to-day activities. We encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes. We will challenge and investigate any allegation of discrimination or harassment.

Committee Meetings:

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

Monitoring and reviewing:

- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.
- We provide a written complaints procedure.

Rights of the Child:

The staff and management committee hold with the highest regard the rights of the children within our setting. The management committee and staff have read and are all aware of the articles on the rights of the child published by Unicef. The following articles are related to safeguarding.

Convention on the Rights of the Child – UNICEF

[UNICEF - Rights of the Child](#)

Monitoring and Review:

This policy will be monitored by the administrator and the manager of AACC and will be reviewed at least annually.

Risk assessments will be carried out regularly by the trustees of the committee and the staff and management of the Club.

ADOPTION AND ANNUAL REVIEW OF THE POLICY

This policy was adopted at a meeting of: **Abington Community Out Of School Club.**

Print Name: Ruth Beach

Date: 29/11/2016

Role: Administrator

This policy was reviewed on:	Signature and name:	This policy was amended on:	Signature and name:
		16/01/2018	R Beach
26/11/2018	R Beach	26/11/2018	R Beach
20/08/2021	R Beach	20/08/2021	R Beach
17/11/2022	E Turner	17/11/2022	E Turner