

Equalities - **Valuing Diversity & Promoting** **Equality & Inclusion**

At Abington Annexe Community Childcare we are committed to ensuring that we provide a welcoming, safe and caring environment, fully inclusive in meeting the needs of all children. We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in family structures that include one or two parents of the same or different sex. Children may have close links or live with extended families of grandparents, aunts, uncles and cousins; while other children may be more removed from close kin or may live with other relatives or foster carers. Some children come from families who experience social exclusion, severe hardship; discrimination and prejudice because of their ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination linked to their gender and some women are discriminated against because of their pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children's learning, attainment and life outcomes. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. As a setting, 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.
- promote equality and value diversity within our service.
- include and value the contribution of all families.
- promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms.
- improve our knowledge and understanding of issues of anti-discriminatory practice.

Admissions

- Our setting is open to all members of the community
- We base our admissions policy on a fair system
- 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 and provide information in other languages (wherever possible).
- 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 setting based on a protected characteristic as defined by the Equality Act (2010)
- 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 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 immediately and may result in the adult being excluded from the premises.
- We will not tolerate behaviour from an adult who demonstrates dislike or prejudice towards individuals who are perceived to be from another country (xenophobia).

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)
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks.
- 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.
- 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 Review:

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

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
08/12/2023	E Roper		
12/01/2026	E Roper	12/01/2026	E Roper