

# Playtedz Ltd

## Equality and Diversity Policy

### **STATEMENT OF INTENT**

This setting is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practise for all children, families and staff.

### **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 gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practise, promoting equality and valuing diversity
- Make inclusion a thread that runs through all of the activities of the setting.

#### **The legal framework for this policy is:**

- **Race Relations act 1976**
- **Race relations Amendment Act 2000**
- **Sex Discrimination Act 1986**
- **Children's Act 1989**
- **Special Educational Needs and Disability Act 2001**
- **UNCRC**

### **Method**

#### **Admissions:**

- Our setting is open to all children who are 8+ with a statement of special needs or Education, Health and Care Plan (EHCP)
- We advertise our service widely
- We 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 can provide information in other languages.
- We base our admission policy on a fair system.

- We ensure that all Parents are made aware of our equal opportunities policy.
- We do not discriminate against a child or family or prevent entry to our setting on the basis of colour, ethnicity, religion or social background such as being a member of a travelling community or as an asylum seeker.
- We do not discriminate against a child because of a disability or refuse a child entry to our setting because of a particular disability.
- We develop an action plan to ensure that all children regardless of disability can participate successfully in the services and activities offered by Playtedz.
- We take action against any discriminatory behaviour by the staff or Parents. Displaying of openly racist insignia, distribution of race material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

The scheme must after a trial period at the setting be suitable for the service user. Whenever deemed unsuitable (ie, the child may need a different support system than the scheme can provide) Playtedz will work with the Enfield Children's Services to find a more suitable provision for that child.

Our overall aim is to provide a setting suitable for the child and Parent's needs.

Employment:

**Playtedz practises equality of opportunity for all.**

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcomed from all backgrounds and posts are open to all.
- We may use the exemption clauses of the Race Relations Act and the Sex Discriminations Act where is necessary to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the DBS. This ensures fairness in the selection process.

Training:

We seek out training opportunities for staff and volunteers to enable them to develop anti discriminatory and inclusive practise, which enables the children to flourish.

We review our practises to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Valuing diversity in families:

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage Parents/Carers to take part in the life of the setting and to contribute fully.

- We will develop means to ensure that families who speak in other languages are always fully included.

Food:

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

We help children to learn about a range of foods and of cultural approaches to mealtimes and eating respecting the difference among them.

Information about Playtedz is communicated in a variety of ways – written, verbal and in translation (wherever possible) to ensure that all Parents/Carers have access to information.

**This policy is reviewed and updated each year or when legislation changes.**

**Updated Jan 2017**