



Wattisham Airfield Childcare Centre

Equal Opportunities and Inclusion

The Home office mandate is to build a safe, just and tolerant society for everyone in the UK, regardless of his or her race, religion, gender, gender identity, sexual orientation, disability or age. As childcare professionals we have an important role to ensure that we act as good role models ensuring that all the children receive fair and just treatment and in turn that they treat others with respect. The diversity of individuals must be valued.

Inclusion Procedures

All children are entitled to enjoy a full life in conditions which will help them to contribute to society and develop as an individual with their own cultural and spiritual beliefs.

We recognise that families who use our facility come from different cultures and races and we must therefore ensure that all of the staff have an understanding of these cultures and beliefs. It is our policy for staff to embrace cultural diversity and ensure that activities and play equipment reflect living in a cosmopolitan society.

We must ensure that our everyday life in the facility includes displays, behaviour and resources which reflect this. We should not “preach” about the different cultures and beliefs but try to ensure that the children have a full understanding of living in a multi-cultural world.

Children have the right to be supported and to be treated with equal respect. There should be no occasion where any child cared for in our facility receives less favourable treatment than others.

SEND (Special educational needs and disabilities)

Our details are included in the local offer online which families have access to a range of support so that children and young people with Special Educational needs and Disabilities can be educated and enjoy social opportunities alongside their peers in their local community.

For more information please see our SEND policy.

We believe that 'Every Child Matters' and that:

- Children deserve the right to be treated fairly
- Children should be treated as individuals and parents' wishes adhered to at all times unless it is detrimental to the child's health and/or safety.
- Staff do not impose their personal beliefs on any child.

Staff responsibilities

Wattisham Airfield Childcare Centre Staff must:

- Encourage children to develop positive attitudes to differences in culture, language, race, disability and gender.
- Encourage children to develop and learn without prejudice.
- Ensure children have access to the wide selection of equipment and materials provided for children of all ages and stages.
- Fully integrate equality and diversity with activities and displays positively reflecting living in a diverse society.
- Plan all play activities to reflect non-sexist or non-racist attitudes.
- Use role-play situations, books, posters, storytelling, food and cooking activities, jigsaws and musical activities to encourage a greater understanding of the diversity of people within the community and the world we live in.
- Challenge any racist, sexist, or unkind remarks from children by communicating that unkind remarks are hurtful.
- Challenge any racist, sexist or unkind remarks from adults, including parents, by requesting a meeting to discuss concerns, such as meetings must be arranged with a senior member of staff in attendance.

Legal framework:

- Children Act, 1989, 2004,2006
- Employment and Equality Regulations 2003
- Every Child Matters: Change for Children 2004
- Human Rights Act 2000
- Race Relations Act 1976 (& 2000 amendment)
- Sex Discrimination Act 1975
- UN Convention on the Rights of the Child 1989
- Special Educational Needs and Disability Act 2001
- The Equality Act 2010 all previous legislation under one law
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- The Employment Equality (Religion or Religious belief) regulations 2003
- The Employment Equality (age) Regulation Act 2006

This policy was adopted at a meeting _____ name _____ of
of _____ setting
Held on _____ (date)
Date to be reviewed _____ (date)
Signed on behalf of the management _____
committee _____
Name of signatory _____
Role of signatory (e.g. chair/owner) _____

Review dates:

Date _____ **signed** _____

Date _____ **signed** _____

Date _____ signed _____

Date _____ signed _____