

## **SANDCASTLE PLAYGROUP**

“Keeping the PLAY in playgroup”

### **EQUALITY AND DIVERSITY POLICY**

It is Sandcastle Playgroups’ policy to treat staff, parents, carers and the children in our care according to their individual needs regardless of their sex, age, ethnic origin, religion or disability.

SANDCASTLE PLAYGROUP works in accordance with all relevant legislation, including:

- Disabled Person Acts 1958, 1986.
- Disability Discrimination Act 1995
- Race Relations Act 1976.
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986.
- Children Act 1989.
- Children Act 2004 – Every Child Matters (archived)
- Children Act 2006
- Special Educational Needs and Disability Act 2001.
- Human Right Act 1998

And have regard for

- The Equalities Act 2010

We believe that the group’s activities should be open to all families, and to all adults committed to their well-being. All individuals have a right to work, play, learn and grow free from prejudice and discrimination.

We aim to:

- ensure that all who wish to work in, or volunteer to help with our playgroup, have an equal chance to do so
- to celebrate the cultural diversity of our community
- show respect for all minority groups
- advertise widely
- provide opportunities for every child to explore their identity and to build on their self-esteem.

#### **Admissions**

- The playgroup welcomes every family in the community.
- We reflect the diversity of members of our society in our publicity and promotional materials
- Families joining the playgroup are made aware of its equal opportunities policy.

#### **Employment**

- The playgroup will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

- Our job descriptions and appraisals show a commitment to quality and diversity.
- Reasonable adjustments are made to ensure wheelchair access is possible in our environment and when planning outings
- We fully support all staff/volunteers in their continuing professional development in order that they can develop their practice and help children flourish.
- Staff are reflective practitioners and regularly review their practice to ensure everyone feels welcome and valued.
- Commitment to implementing the groups' Equal Opportunities policy will form part of the job description for all workers.

### **Families**

- The playgroup recognises that many different types of family successfully love and care for children.
- We will encourage every family to feel part of Sandcastles, respecting and accommodating cultural needs and requests wherever possible.
- We encourage all families to participate in creating an environment which reflects the diversity of our families; through activities, displays, labelling etc.
- The playgroup offers a flexible payment system for families with differing means.
- The playgroup will promote positive self-images of people of both sexes and all ethnic groups, with or without disabilities.

### **Festivals**

- Our aim is to show respectful awareness of all the major events in the lives of the children and families in the playgroup, and in our society as a whole; and to welcome the diversity of backgrounds from which they come.
- We will regularly incorporate aspects of our multi-cultural society into themes, including the use of festivals, multicultural artefacts and visits from people in the community.

### **The Curriculum**

- The playgroup aims to meet the needs of all the children in our care appropriate to their stage of development.
- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.
- Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.
- Each term, we assess the needs of our cohort of children. We then plan and adapt activities, resources and environment to meet the needs of our group, as well as individuals.

### **Resources**

- These will be chosen with equal opportunities in mind to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society, and provide a non-stereo-typical environment, promoting positive role models and reflecting different cultures, religion and tradition.
- Materials will be selected to help children to develop the self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### **Special Needs**

- The playgroup recognises that all people are special but some have more special needs than others.
- We will do our very best to accommodate children and adults with special needs and provide them with positive self-images.
- We recognise there are a wide range of special needs, and will consider what part it can play in meeting these needs.
- The playroom and garden activities are set so as to permit equality of access to all persons, regardless of disability.
- Planning for playgroup meetings and events will take into account the needs of people with disabilities.
- We are committed to working with all relevant agencies and professionals, in a joined up approach to ensure we meet each child's needs effectively

### **Discriminatory behaviour/remarks**

- Sandcastles have zero tolerance to any discriminatory behaviour/remarks.
- The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

### **Language**

- Information, written and spoken, will be clearly communicated in many languages; to reflect our community and further afield.
- Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the playgroup.

### **Food**

- Medical, cultural and dietary needs will be met.
- Children will have the opportunity to experience a wide variety of food from different cultures and learn about them

### **Meetings**

- The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running the playgroup.

Date.....June 2015

Signed..... (For and on behalf of Sandcastle Playgroup)

Date for review.....September, 2016

<b>Trustee</b>	<b>Sign and Date</b>	<b>Trustee</b>	<b>Sign and Date</b>
Janette		Mandy	
Jackie		Shell	
Nicola		Bonnie	
Jane		Bea	
Chris		Emma	
Jo		Tracey	
Cecile P		Claire S	
Becky B		Michelle K	