

Yeovil College Children's Centre Equality & Diversity Policy

Every Child Matters									
Be Healthy		Stay Safe	✓	Enjoy and Achieve		Make a Positive Contribution	✓	Achieve Economic Well-Being	

Statement of intent:

The Children's Centre staff are committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

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 practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of the setting.

The legal frameworks for this policy are:

- Race Relations Act 1976
- Race Equality Act 2000
- Sex discrimination Act 1986
- Children Act 1989; and 2004
- Special Educational Needs and Disability Act 2001
- Special Educational Needs Code of Practice
- Disabled Persons Act 1986
- Equal Pay Act 1970
- Education Act 1993
- Disability Discrimination Act 1995
- The Human Rights Act 2000

ENCO

The Children's Centre Deputy Manager Jill Stubbs and Lauren Shepherd are the responsible Equal Opportunities Co-ordinators (ENCO) for the setting.

Their role is as follows:

- To develop, monitor and review the Equal Opportunity and Diversity policy.
- To ensure action is taken within identified time scales
- Identifying and providing any training needs in this area
- Supporting staff, students and volunteers to implement the policy

Methods

Admissions

The Children's Centre is open to all members of the community, students and staff of the college.

- We advertise our service widely this includes the Yellow pages, Western Gazette and Parent Talk.
- We also have a webpage situated on the college's website.
- 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 base our admissions policy on a fair system where places are allocated on a first come first served basis.
- We ensure that all parents are made aware of our equal opportunities policy, through our parent handbook and parents are also made aware of any policy reviews.
- We do not discriminate against a child to their 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 an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to the Children's Centre because of any disability. Help and advice is sort when necessary to aid a smooth integration (See Special Education Needs/Disability Policy).
- We work closely with the parent/carer and other agencies necessary for the development of the individual child.
- We take action against any discriminatory behaviour by staff or parents. Displaying openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

- The Children's Centre Equality and Diversity policy also runs in conjunction with Yeovil College's Equality and Diversity Policy (See Yeovil College Policy and Procedures File.)

Employment

- As all Children's Centre staff are employed by Yeovil College, the Children's Centre follows the college policy on equality of employment.

Training

- As all Children's Centre staff are employed by Yeovil College, the Children's Centre follows the college policy on equality of employment.

Curriculum

The Children's Centre curriculum encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;
- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- Positively reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- Celebrating a wide range of festivals;
- Creating an environment of mutual respect and tolerance;
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.
- We do this by asking the parent/main carer to write down phonetically if possible key words the child may use, the use of pictures /symbols to demonstrate the meaning of key words and Somerset Total Communication.

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 Children's Centre, through photo albums of our families, all about me projects and general discussions.
- We encourage parents/carers to take part in the life of the Children's Centre and to contribute fully, through news letters, topic letters, help with the vegetable garden, social evenings and fund raising events.
- For families who speak languages in addition to English, we will develop a means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support. However wherever possible parents pay their fees one month in advance.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Partnership with parents

- We work in partnership with parents to ensure that information is communicated clearly both verbally and in written form, through news letters, notices and leaflets.
- Any changes in policy are communicated in written format.
- We operate an open door policy and we welcome and value the views and opinions of our parents/carers.
- We communicate verbally on a daily basis through handover with children and encourage parents to become involved in fundraising and social events throughout the year.
- The Children's Centre aims to create a warm and friendly environment where parents/carers feel able to communicate and voice their opinions freely.