



Eastwood at the heart of community with community at heart

Policy : Equality and Diversity

Date Adopted:

Autumn 2016

Policy Category:

Children

To be Revised :

Autumn 2018

Definition and Rationale:

We believe that each person has the right to be a part of an environment where they are treated with dignity and respect. People thrive in an environment free from discrimination and harassment. This Equality and Diversity Policy outlines our commitment to maintaining an environment where equality is prevalent in relationships and diversity is recognised, honoured and celebrated

Aims:

We will promote equality and community cohesion and work to eliminate humiliation, discrimination and harassment

Children are encouraged to achieve high standards regardless of gender, ability, creed, socio-economic status or ethnic background.

Children are actively encouraged to explore and use the language of feeling in order to better express their views on prejudice, discrimination and bullying.

Admission arrangements to the Centre promote community cohesion and social equity.

Objectives:

The Centre will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our Centre will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability

Procedures and Practices:

The centre works actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- Treating all those within the Centre community (eg children, staff, governors, parents) and people in the community outside the centre as individuals with

their own particular abilities, beliefs, challenges, attitudes, background and experience.

- Creating and maintaining an ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our Centre community to gain a positive self-image and high self worth. In relation to ECM, we encourage children to enjoy and achieve and develop skills for the future and to make a positive contribution. Staff are encouraged to observe key elements of effective practice as detailed in the EYFS and parents are worked with in non-stigmatised, respectful, and non-judgmental ways empowering them in becoming a part of their children's development and learning.
- Having high expectations of everyone involved with the whole children's centre community.
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do.

Equality Legislation

Eastwood's policy and operational delivery is underpinned by the most recent relevant legislation and equality objectives.

Monitoring, Assessing and Reviewing the Policy

We will monitor the impact of this policy on children, parents and staff. In particular, we will monitor the impact of our policies on the attainment levels of our children.

To monitor our children's attainment we will collect information about children's performance and progress, analyse it and use it to examine trends. To help interpret this information we will monitor other areas that could have an impact on children's achievement and enjoyment

Headteacher

Chair of Governors:

Date:

