

# **Mitchell Walk Playgroup**

## **Inclusion, Equality and Valuing Diversity Policy**

### **Statement of intent**

We ensure that at Mitchell Walk Playgroup we are fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, economic and social background, gender, ability or disability.

Here at Mitchell Walk Playgroup we are committed to anti-discriminatory practice. We promote equality of opportunity and we value diversity for all families and children.

### **Aim**

We aim to :

- Include and value all families to our setting.
- Provide a secure environment in which all our children can learn and all contributions are valued.
- Provide positive information about different ethnic groups and people with any disabilities in a non-stereo typed way.
- Attend training courses to help us to better understand the issues of equality and diversity.

The legal framework for this policy is :

- The Equality Act 2006
- Disability Discrimination Act (DDA) 1995, 2005
- Special Educational Needs and Disability Act 2001
- Race Relations Amendment Act 2000 Children Act 1989
- Sex Discrimination Act 1986
- Race Relations Act 1976

### **Methods**

### **Admissions**

- We are open to all members of the community.
- Our Playgroup is advertised widely.

- In our promotional material we reflect the diversity of all members of society.
- We do not refuse a child entry to our setting for any reasons relating to disability.
- We do not discriminate against a disabled child.
- Our admissions procedure is based on a fair system.
- We do not prevent entry or discriminate against children or families on the basis of ethnicity, colour, religion, social background or family set up. This includes being an asylum seeker or being a member of a travelling community.
- We provide clear information whether it be written or spoken.
- A action plan is in place to include and ensure all those in setting with disabilities can participate in all areas of the curriculum.

## **Employment**

- We welcome applicants from all backgrounds.
- Our posts are advertised to all and applicants are judged on a fair criteria.
- The successful applicant will be the one that meets the criteria the best. This is subject to all references and checks by the Criminal Records Bureau. This will ensure the fairness in the selection process.
- All the job specifications will include a commitment to equality, diversity and inclusion as part of the job description.
- Our application process is closely monitored by the chairperson and playgroup supervisor. This will ensure that it remains accessible and fair for all.

## **Training**

- We will continue to seek out new training for our staff and volunteers. This will enable them to develop a better understanding of anti-discrimination and inclusive practices.
- We will ensure that our staff are fully trained and confident to administer relevant medications. Also they are able to perform any invasive care procedures.
- Our policies are reviewed on a regular basis. This ensures that we are fully implementing inclusion, equality and diversity in our policy and procedures.

## **The Environment and Curriculum**

Mitchell Walk Playgroup curriculum helps the children to develop positive attitudes about themselves and others. We encourage children to empathise with others and this helps them to learn and develop life skills.

We do this by:

- Ensuring all children have equality to learning.
- Making sure each child feels valued and included in everyday tasks.
- Ensuring the children feel good about themselves through positive praise.
- Recognising the different learning styles of each child and adding this to the planning.
- Ensure each child receives equality of opportunity to develop their skills to the best of their abilities.
- We celebrate a wide range of festivals.
- We differentiate the curriculum to meet the special educational needs of children with disabilities.
- We do not use any derogatory or stereotypes in any images in the materials used in the setting.
- We reflect positively on the whole range of communities in our choice of resources.
- We create an environment to show tolerance and mutual respect for others.
- Our children are helped to understand that discriminate behaviour and remarks are not acceptable and hurt peoples feelings.
- We ensure that children whose first language is not English have full access to the curriculum and are supported in their learning.

### **Valuing Diversity in Families**

- We encourage all the children to contribute stories of their everyday life.
- We like to encourage parents to come and join us in the setting.
- We welcome the diversity of family life and work of all the families.
- We participate in multicultural festivities.
- We value the diversity of families whose first language is not English and welcome the contribution their culture and language offer.

### **Food**

- We work very closely with parents to ensure that the cultural, dietary and medical needs of children are met.
- We teach children about a wide range of foods from different cultures.

- We teach children different approaches to mealtimes and eating, we teach them to respect the differences among the other children.

**Meetings**

- We arrange meetings to ensure that all families who wish to be involved in the running of the playgroup are involved.
- We communicate the meeting information in a variety of ways – verbally, posters in setting, text message, handing out leaflets to parents/carers and via e-mail.

This Inclusions, Equality and Valuing Diversity Policy was adopted at a meeting of Mitchell Walk Playgroup held on

Date:

Signed on behalf of the Mitchell Walk Playgroup Management Committee:

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Name: .....

Role: .....

To be reviewed on (date):

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This policy was reviewed / updated on

Date:

Signed on behalf of the Mitchell Walk Playgroup Management Committee:

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Name: .....

Role: .....

To be reviewed on (date):