

Equality of Opportunity and Inclusion



Policy Statement

The setting takes great care to treat each individual as a person in their own right, with equal rights and responsibilities, whether they are an adult or child. The setting is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on grounds of gender, age, disability, race, religion/belief, colour, creed, marital status, ethnic or national origin, or political belief, has no place within the setting.

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of their Manager at the earliest opportunity.

Procedure

- Recruiting, selecting, training and promoting individuals on the basis of occupation skills requirements. In this respect, the setting will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, disability, marital status, race, religion /belief, colour, cultural or national origin, or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training
- Admissions and places at our setting are open to all families in the community, wherever possible reasonable adjustments will be made for children and their families so we can provide the necessary standard of care and education
- Where our families may use Assistant Dogs in partnership with either the parent and/or child's needs, we will welcome them in our settings. A risk assessment will take place to ensure that we are able to fully aid the partnership and work with the family to support the parent and/or child with the Assistant Dog
- Striving to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media
- Providing a secure environment in which all our children can flourish, and contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity
- Providing positive non-stereotype information about different ethnic groups and people with disabilities
- Improving our knowledge and understanding of issues of equality and diversity through appropriate training
- We regularly review our childcare practice to ensure the policy is effective and practices which are discriminatory
- Making inclusion a thread, which runs through all of the activities of the setting including encouraging positive role models through the use of toys, imaginary play and activities that promote non-stereotyped images

Recruitment

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- All vacancies will be advertised as widely as possible
- Every effort will be made to ensure there is representative balance on the selection group and all members of the group will be committed to equality and inclusion practice as set out in this policy and will have received appropriate training in this regard
- Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent

- At interview no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. At interview, all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful

Staff

It is the policy of *Kindred Education* not to discriminate, whether directly or indirectly in the treatment of others. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equal opportunities training.

Training

The setting recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. The setting will strive towards the provision of inclusion, equality and diversity training for all staff on a regular basis and keep up to date with relevant knowledge relating to inclusion.

Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.