

Glaisdale Playgroup Equality, Diversity and Identity Policy.

This policy takes into account legislation contained in the Equality Act October 2010.

We believe our group's activities should be open to all, children and adults. All those who wish to use, work in or volunteer to help in our group will have an equal opportunity to do so, at the same time taking into account that all are individuals and have varying needs.

Our aim is to ensure that all have positive self esteem, enhance a feeling of self worth and promote a positive group identity and that we are able to challenge discrimination.

Our group is open to all families in the local community. All children have equal access to join our group.

We recognise individuality, valuing differences in a person as well as their family, cultural background. We will respect the way individuals and families lead their lives, discussion of aspects of child, family and cultural identity will take place with parents when settling in to the group.

We will provide good role models with our recruitment and selection process open to everyone, the best person for the job will be appointed and all treated fairly. Legislation in relation to application form questions etc. have been adhered to.

Our aim is to promote respectful awareness of major events in the lives of children/ families in our community. To ensure this happens we will acknowledge festivals celebrated by those in our setting. We will ask advice from those involved to introduce these events correctly.

We will introduce other major festivals and take the lead from the children as to how much detail they require.

All children will have access to a variety of resources: books, pictures, activities, equipment which reflect the local, wider and world community these will be chosen to give a balanced view of the world in which we live acknowledging disabilities, race, religion, sexuality and gender.

Positive language is to be used when discussing physical attributes, difference in ability, language, looks and gender differences.

Bilingual / multilingual adults and children will be seen as an asset to the group. They will be valued and their languages recognised and respected. Information will be provided in as many languages as needed by those in our group.

Meetings will take place at a time and place giving equal opportunity for all to attend.

Medical, cultural and dietary needs will be met.

We oppose discrimination and prejudice. Allegations of discriminatory remarks, behaviour, threats, violence will be taken seriously and investigated. We will guide the development and understanding of the children helping them to value and respect others, supporting learning

and not making them feel uncomfortable about their mistakes. See our behaviour and bullying policy.

Incidents involving staff will be dealt with as per our Discipline Policy.

Parents and staff are expected to follow this policy and to support the children in its aims.

This policy was adopted on 7/1/2011

Signed on behalf of the committee by.....K.Hogarth