**Equality & Diversity Policy**

**Purpose of policy** To consider, under the Equality Act 2010, how discrimination can be eliminated and how equality of opportunity can be advanced and good relations fostered in relation to diversity. This duty extends to employees, children, and all other users of the Trust’s services. In regards to this duty,

**We aim to:**

* Provide a secure and accessible environment in which all our users can flourish and all contributions are considered and valued.
* Develop an action plan to ensure that all users can participate successfully in the services offered by the Trust
* Include and value the contribution of all families
* Provide positive non-stereotypical information
* Make inclusion a thread that runs through all of our services and activities
* Challenge any openly discriminatory and possibly offensive materials. Name calling or threatening behaviour are unacceptable.

**Employment**

In regards to employment and recruitment; we accept our responsibility to provide information to staff, students and volunteers to ensure that they are fully aware of the issues relating to equal opportunities. We ensure that applicants for posts are welcomed from all backgrounds, and that those applying for posts are judged against explicit and fair criteria (See Staffing & Employment Policy).

**Learning Opportunities**

The Learning opportunities offered by our services encourage children and adults to develop positive attitudes about themselves as well as to people who are different from themselves. We encourage children to empathise with others and to begin to develop the skills of critical thinking. We make adjustments to the environment and resources to accommodate a wide range of possible opportunities to develop children’s skills and abilities e.g. recognising different learning styles and supporting their individual interests and needs.

**To achieve this we:**

* Celebrate a wide range of cultural activities
* Create an environment of mutual respect and tolerance.
* Help children understand that discriminatory behaviour and remarks are hurtful and unacceptable and be a positive role model to them
* Seek to create a learning environment that is inclusive of all people with special educational needs and disabilities.
* Work with families with English as an additional language to ensure they have full access to information, and are supported in the maintenance of their home languages. This may mean working with other professionals *e.g*. a translator.

We welcome the diversity of family lifestyles and encourage parents/carers to take part in the life of the setting and to contribute wherever possible. It is an OfSTED requirement that we embed ‘British Values’ into our teaching and learning provision and into our everyday practices.

These values are defined in the Prevent Duty as:

* + Rule of law
  + Tolerance of those with different faiths and beliefs
  + Individual liberty and respect
  + Democracy

*This policy gives regard to and acknowledges the legal framework relating to equal opportunities.*

Reviewed April 2020