



The Children's Ark, Church Road,
Pendeen,
TR19 7SE
Tel: (01736) 787167
office@childrens-ark.org.uk
Charity ref: 1147389
Ofsted: EY457353

Equality, Inclusion and Diversity Policy

Statement of Intent

Our setting is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all families.

Aims

1. Provide a secure environment in which all our children can flourish and in which all contributions are valued.
2. Include and value the contribution of all families to our understanding of equality and diversity.
3. Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
4. Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity, and
5. Make inclusion a thread that runs through all of the activities of the setting.

Legal Framework

The legal framework for the policy is:

1. Race Relations Act 1976.
2. Race Relations Amendments Act 2000.
3. Sex Discrimination Act 1986.
4. Children Act 1989 and
5. Special Educational Needs and Disability Act 2001.

Methods

Admissions. Our setting is open to all members of the community. We base our admissions policy on a fair system. We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion, sexuality, social background, disability or illness.

Employment. All posts are advertised, applicants are welcome from all backgrounds. The applicant who best meets the criteria is offered the post, subject to references and need to undertake DBS checks. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications. We monitor our application process to ensure that it is fair and accessible.

Training. We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish. We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Curriculum. The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. The staff will ensure that children who speak English as an additional language will have full access to the curriculum, as well having the opportunity to maintain and develop their first language.

Valuing Diversity in Families. The Children's Ark recognises that many different types of family groups can and do successfully love and care for their children. The Children's Ark aims to offer support to all families and offer a flexible payment system for families on differing means. All families are encouraged to be involved in the life of the setting.

Food. We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

Meetings. Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting. Information about meetings is communicated in a variety of ways-written, verbal and in translation when necessary- to ensure that all parents have information about and access to the meetings.

Inappropriate Attitudes. Disrespectful attitudes are not acceptable and will be challenged at an appropriate level. Adults will be referred back to this policy. Children will be talked to in a manner appropriate to their age and understanding.

This policy was adopted at a staff meeting of The Children's Ark:

Signed..... Print Name.....

Dated.....

And at The Children's Ark committee meeting:

Signed by chairperson..... Print Name.....

Dated.....

Date of review.....