



SIMPLY PENDOYLAN

Equality, Diversity & Inclusion Policy

Policy Statement

At our setting, we are committed to providing an inclusive, welcoming and respectful environment where every child is valued as an individual. We believe that all children have the right to access high-quality childcare and play opportunities that enable them to achieve their full potential, regardless of their age, disability, sex, gender identity, race, ethnicity, language, religion or belief, sexual orientation, family circumstances, socio-economic background or additional learning needs.

We are committed to promoting equality, preventing discrimination, fostering good relationships and complying with the requirements of the Equality Act 2010, the Additional Learning Needs and Education Tribunal (Wales) Act 2018, the United Nations Convention on the Rights of the Child (UNCRC), the Childcare Act 2006, and the Regulated Childcare (Wales) Regulations 2016 together with the National Minimum Standards for Regulated Childcare.

We will ensure that every child feels safe, respected, included and able to participate fully in all aspects of the service.

Aims

We aim to:

- Promote equality of opportunity for every child and family.
- Provide an environment where diversity is recognised, respected and celebrated.
- Eliminate unlawful discrimination, harassment and victimisation.
- Ensure children are treated with dignity, fairness and respect.
- Make reasonable adjustments to enable children with disabilities or additional learning needs to participate fully.
- Work in partnership with parents, carers and other professionals to meet children's individual needs.
- Foster positive attitudes towards diversity through play, resources, celebrations and daily practice.
- Ensure inclusion is embedded throughout our planning, policies and practice.

Inclusive Practice

We will:

- Treat every child and family with dignity and respect.
- Welcome children from all backgrounds, cultures, religions and family structures.
- Ensure children are never excluded on the grounds of protected characteristics unless permitted by law.
- Make reasonable adjustments to support children with disabilities or additional learning needs.
- Work with outside agencies where appropriate to support children's wellbeing and development.
- Ensure activities are adapted so every child can participate.

- Challenge discriminatory language, behaviour or attitudes immediately and appropriately.
- Encourage children to develop respect, empathy and understanding for others.

Information for Families

We will:

- Make information available in clear and accessible formats.
- Provide translated information or interpretation where reasonably practicable.
- Explain our Equality, Diversity and Inclusion Policy to all parents and carers.
- Encourage parents and carers to share information about their child's culture, language, religion, health needs and family circumstances so appropriate support can be provided.

Admissions

Admissions are operated fairly and transparently. We do not discriminate against any child or family on the basis of:

- Age
- Disability
- Race or ethnicity
- Religion or belief
- Sex, sexual orientation or gender reassignment
- Pregnancy or maternity
- Marriage or civil partnership
- Language
- Family circumstances
- Socio-economic background

Places are allocated according to our admissions procedure and available capacity.

Environment and Resources

We will ensure that:

- Resources reflect positive images of different cultures, ethnicities, disabilities, family structures and communities.
- Books, toys and displays challenge stereotypes and promote inclusion.
- The environment is accessible wherever reasonably practicable.
- Children can see themselves and others positively represented throughout the setting.

Food and Cultural Needs

We work closely with families to ensure children's:

- Medical needs
- Allergies
- Religious requirements
- Cultural preferences
- Dietary requirements

are respected and met safely.

Children are encouraged to learn about different foods, traditions and celebrations from around the world.

Employment

We are an equal opportunities employer.

Recruitment, selection, induction, supervision and promotion are carried out fairly and in accordance with employment legislation.

All staff are expected to:

- Promote equality and inclusion.
- Treat everyone with dignity and respect.
- Challenge discriminatory practice.
- Maintain confidentiality.
- Undertake ongoing professional development.

Enhanced DBS checks and safer recruitment procedures are followed.

Staff Training

Staff receive training and ongoing professional development in:

- Equality, diversity and inclusion
- Children's rights
- Additional Learning Needs
- Safeguarding
- Welsh language awareness where appropriate
- Inclusive practice

Training needs are reviewed through supervision and annual appraisal.

Children's Rights

We recognise that children have rights under the United Nations Convention on the Rights of the Child.

Children are encouraged to:

- Express their views.
- Make choices appropriate to their age and understanding.
- Feel listened to.
- Be treated fairly.
- Feel safe and respected.

Their views will be taken into account when making decisions about activities and the running of the setting where appropriate.

Monitoring

The Registered Person and Person in Charge are responsible for ensuring this policy is implemented.

The policy will be:

- Reviewed annually or sooner if legislation or guidance changes.
- Monitored through observations, supervision, complaints, feedback from parents and quality of care reviews.
- Used to identify areas for continuous improvement.