

## EXPLORERS POLICY AND PROCEDURES

Name	Equality of Opportunity and Diversity
No. of pages	4

The Equality of Opportunity and Diversity Co-ordinator for Explorers is SAM WILKINS.

The Special Educational Needs Co-ordinator for Explorers is ANNA SWINBURN.

Legal framework:

Race Relations Act 1976 / Race Relation Amendment Act 2003

Sex Discrimination Act 1986

The Children's Act 1989/2004

Disabled Person's Act 1986/Disabled Discrimination Act 1995

Human Rights Act 1998/2010

Care Standards Act 2000/2010

Age Discrimination Act 2006

Employment Act 2002/Employment Equality regulations 2003

Special Educational Needs and Disability Act 2001

Equality Act 2010

### **Statement of Intent**

Explorers is committed to valuing diversity by providing equality of opportunity and anti – discriminatory practice for all children, families, staff, volunteers and visitors.

### **Aim**

Our aim is to:

- Acknowledge and value equally each child's individual stage, culture, religion, language, racial background and family group.
- Provide a secure environment in which our children can flourish and in which all contributions are valued.
- Include and value the contribution of all families embracing equality and diversity.
- Provide positive non-stereotyping information about gender roles, actively seeking to combat sexism and promote equal opportunity for girls, boys, men and women associated with Explorers.
- Provide positive non-stereotyping information about diverse ethnic groups, cultures and people with disabilities.

- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Develop a commitment to working with parents and other agencies.
- Provide information as to how the SEN Code of practice is implemented at Explorers.

### **Admissions**

Explorers is open to all members of the community.

- The service is advertised widely.
- Information is provided clearly and concisely.
- Admission policy is based on a fair system.
- All parents/carers/guardians are made aware of the Equality of Opportunity and Diversity Policy.
- A child/family is not discriminated against on the basis of colour, ethnicity, religion, disability or social background (such as being a member of a travelling community or an asylum seeker).
- Explorers recognise the fact that many different types of family successfully love and care for children. Explorers offer a flexible payment system for families with differing needs.

### **Adult Behaviour**

- Explorers will take action against any discriminatory behaviour/remarks by staff, volunteers, parents, carers, guardians etc. Any racist signs, badges, racist materials, name calling or threatening behaviour will not be tolerated and will be dealt with appropriately.
- Explorers aim to be sensitive to the feelings of the victim and to help those responsible, to understand and overcome their prejudices.

### **Employment**

- All posts will be advertised and all applicants judged against explicit and fair criteria.
- The applicant who best meets the criteria will be offered the post, subject to references and DBS checks.
- Job descriptions for each post include a commitment to Equality of Opportunity and Diversity as part of the job specification.
- Explorers aim to achieve and maintain within the framework of the law, a recruited workforce which represents, as far as is practical, the composition of the population, including people with disabilities.

### **Training**

- All staff are given training opportunities to develop anti-discriminatory and inclusive practice.
- Practice is regularly reviewed to ensure all policies pertaining to Equality of Opportunity and Diversity are fully implemented.

## **Curriculum**

- Explorers aim to plan a respectful programme of learning that will extend the child's experience and knowledge of other cultures, language, celebrations and festivals without indoctrination in any specific faith. Explorers will ensure that activities reflect the diversity of society as a whole and not just pertaining to the lives of children and families attending Explorers.
- Children are encouraged to develop positive attitudes towards themselves and others regardless of race, religion, disability etc. Children are encouraged to empathise with others and to develop the skill of critical thinking.
- Children are given equal access to learning, made to feel valued and have good self-esteem.
- The different learning styles of each child will be recognised and appropriate provision made within the curriculum to ensure that each child receives the widest possible opportunities to develop their skills and abilities.
- If any parent/carer/guardian does not wish their child to be included in a particular festival/event, then suitable provision will be made for that child.
- Appropriate advice will be sought from particular festival experts, if necessary, to avoid misinformation.
- Children and families whom celebrate festivals which are not familiar to Explorers, may be invited to share their festival with the rest of the group

## **Resources**

- These will be chosen to give children a balanced view of the world and an appreciation of the diversity in our society.
- Materials will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes, derogatory pictures and messages regarding any group of people.
- Stories, special food and clothes may also be used as learning facilitators.

## **Special Educational Needs (SEN)**

- In the context of equality of opportunity and diversity, Explorer's endeavours to promote inclusion for all children with special needs:
  - Through differentiation of the curriculum.
  - By choosing the most appropriate ways to help each child learn from a range of activities.
  - By using a graduated (step by step) response to planning for individual needs.
- Explorers will follow the SEN Code of Practice as set out in the Disability Discrimination Act 1995 (and amended by the SEN Act 2001), and associated guidance on the identification and assessment of SEN.

Please refer to separate SEN policy.

**Language**

- Information, written and spoken, will be clearly communicated in as many languages as necessary.
- Multi-lingual children and adults are considered an asset and will be valued and their language/dialect recognised and respected by all at Explorers.

**Food**

Medical, cultural and dietary needs will be met.

**Meetings**

Times/places of meetings will be organised to ensure all parents/carers/guardians will have an equal opportunity to be involved in the running of Explorers and the progress of their child.

Please refer to Parental Partnership Policy.

This policy will be made available to all committee members to ensure equality of opportunity and diversity are respected in all meetings etc.

Please note:

The information below only needs to be included on the main policy which has been adopted and not on the parent/carer/guardian copy.

This policy was adopted at an Explorers committee meeting held on

Date: 15/07/2022

Approved by:

Kelly Groves – Chair Person

Anna Swinburn - Supervisor