

## **Equality, Inclusion and Valuing Diversity**

### **Statement of Intent**

We will ensure that our service is fully inclusive in meeting the needs of all children and their families, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability.

Our Centre is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

### **Aim**

We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued.
- include and value the contribution of all families to our understanding of equality and diversity.
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- make inclusion a thread that runs through all of the activities of the setting.

The legal framework for this policy is:

- The Equality Act 2010
- Carer's Equal Opportunities Act 2004
- Carers and Disabled Children 2000
- Carers Recognition Act 1995
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976
- Race Relations Amendment Act 2000, 2005
- Sex Discrimination Act 1976, 1986
- Children Act 1989, 2004
- Special Educational Needs and Disability Act 2001

### **Policy Adoption and Review**

This policy was adopted at a meeting of Oasis Childcare held on 26<sup>th</sup> February 2010 and will be reviewed by the Office Manager and agreed by the Service Manager annually.