



## **Equality, Diversity and Inclusion Opportunities Policy**

### Equal Opportunities Statement

Staff, parents and children should fully understand the principle and operation of our equal opportunities policy and we should all take responsibility for its overall effectiveness.

We aim to challenge discrimination in all areas of Crazy 4 Kids and we will always record any racial issues.

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, a protected characteristic'. We also recognise that there are those who may not have a 'protected characteristic' themselves, but who may have a spouse, child or other relative who may have, which can have an adverse effect on their life chances through either direct or indirect discrimination as a consequence. (Equality Act 2010) We are committed to ensuring that all those who come into contact with Crazy 4 Kids are treated fairly. Accordingly, we are strongly committed to positive action to remove and/or counter discrimination in all aspects of our work with children, families and others.

Equal opportunities are considered in all aspects of the service provided. Language or behaviour designed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated in our settings.

### Equal Opportunity Policy

The aim of this policy is to communicate the commitment of the management team to the promotion of equality of opportunity at Crazy 4 Kids After School and Holiday club.

It is our policy to provide care and play opportunities to all children and to actively promote equality to all, irrespective of:

- Gender
- Social Status / class
- Religion / Religious beliefs
- Race (including colour, nationality, ethnic or national origins)
- Ability
- Disability

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Crazy 4 Kids is opposed to all forms of unlawful and unfair discrimination and any evidence of this will result in disciplinary procedures. All employees and volunteers who work with us will always be expected to uphold and promote our setting ethos of, access and opportunity for all.

Crazy 4 Kids promotes an environment where all children are supported and encouraged to develop to their full potential and the talents and resources of the workforce will be utilised fully to achieve this goal. We will make all 'reasonable adjustments' possible in order to facilitate this, calling on external services and agencies for training and support where needed.

### The Scope of the Policy

This policy applies to all children and their families, whilst they are in the care of Crazy 4 Kids.

### Equality commitments

We are committed to:

- Promoting equality of opportunity for all
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation through positive role modelling
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings

### Implementation

The full staff team has specific responsibility for the effective implementation of this policy. Each child, parent and staff member also have a responsibility to this policy, and we expect all our employees to enforce the policy wherever needed.

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In order to implement this policy, we shall:

- Communicate the policy to employees, job applicants, volunteers, parents and children to provide clarity on the setting ethos and our expectations
- Develop 'good practice' guidelines with the children so that they are fully aware of how we should treat each other and what we expect from them whilst they are in the setting
- Provide equality training and guidance as appropriate, including training for staff at induction
- Incorporate equal opportunities notices into general communications with internal and external users
- Ensure that adequate resources are made available to fulfil the objectives of the policy
- Positively reinforcing and celebrating a child's, parents and staff members cultural heritage

#### English as an Additional Language (EAL)

The term EAL is used when referring to pupils where the mother language at home is not English. Crazy 4 Kids aims, objectives and strategies with regard to meeting the needs and celebrating the skills of EAL pupils and helping them to achieve the highest possible standards.

Crazy 4 Kids ensures that we meet the full range of needs of those children who are learning English as an additional language. This is in line with the requirements of the Race Relations (Amendment) Act 2000. Crazy 4 Kids Welcomes and values the cultural, linguistic and educational experiences that pupils with EAL bring to the setting and supports all children to become confident in speaking, listening, and understanding English. Pre-school staff will track all the children's progress systematically, taking into consideration children with EAL, and then use the data in decisions about room management and planning.

#### EAL in the Early Years Foundation Stage (EYFS)

Crazy 4 Kids will support children with English as an additional language by:

- Building on children's experiences of language at home, and in the wider community, so that their developing use of English and of other languages support each other
- Providing a range of opportunities for children to engage in speaking and listening activities in English with peers and adults
- Providing support to extend vocabulary

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- Providing a variety of writing in the children's home language as well as in English, according to their needs
- Providing opportunities for children to hear their home languages as well as English and as appropriate

### Promoting British Values

We have a duty to 'actively promote' the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. The children will gain an understanding of how citizens can influence decision making through the democratic process by developing a school council. Children from each key stage will be democratically selected by the children via a ballot in order to represent the views of all the children at Crazy 4 Kids.

### Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed regularly [annually] to meet with the recognised legislative requirements and action taken as necessary.

### Complaints

Employees, children or parents who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to put their complaint to the Setting Manager who will record and activate an action plan in order to resolve the matter. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Please see complaints procedure.

In addition to our internal procedures, parents have the right to take their complaint to our regulatory body, Ofsted (0300 123 1231).

Julie Norris

Registered Provider

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