# EATON MILL WRAPAROUND

## EQUAL OPPORTUNITIES POLICY

**Our Setting is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.**

The Setting's equal opportunities procedures aim to help everyone involved in the setting to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The Setting aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The Setting will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The Setting recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Parent Partnership Policy. As such, the Setting will both welcome and encourage parents/carers to get involved in the running and management of the Setting, and to comment on the effectiveness of its policies and procedures.

The Setting will facilitate regular opportunities for consultation with parents/carers about the service that the Setting provides, as a means of monitoring the effectiveness of the Equal Opportunities Policy.

### Equal Opportunities Procedures

To realise the Setting's objective of creating an environment free from discrimination and welcoming to all, the Setting will:

- Ensure that its services are open and available to all parents/carers and children in the local community.

- Ensure that race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and/or disability does not inhibit a child from accessing the Setting's services.

- Treat all children and their parents/carers with equal concern and value.

- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Setting's programme of activities.

- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

- Ensure that the Setting's recruitment policies and procedures are open, fair and non-discriminatory.

- Endeavour to recruit a staff team that reflects the make-up of the Setting's local community.

- Ensure that all members of staff are aware of, and understand, the Equal Opportunities Policy as it relates to all aspects of its work.

- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management, and Dealing with Racial Harassment policies.

- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures Policy.

- Work to fulfil all the legal requirements of the Human Rights Act 1998 and the Equality Act 2010.

The Manager will be responsible for ensuring that the Equal Opportunities Policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- All staff receive appropriate training.

- The Equal Opportunities Policy is consistent with current legislation and guidance.

- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

All the Setting's policies and procedures will be kept under review to ensure that they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

As part of the Setting's admissions procedure all parents/carers are asked to read and sign to state that they are happy to adhere to this policy.