**EQUAL OPPORTUNITIES, EQUALITY AND DIVERSITY POLICY**

**We believe that Wavertree Christian Community Centre should be accessible to all children and their families regardless of race, religion, culture or ability. We aim to ensure that all adults committed to the welfare of the children, who wish to volunteer to help in nursery, after having relevant checks, will have equal chance to do so.**

**Wavertree Christian Community Centre is committed to valuing diversity by promoting equality of opportunity and anti-discriminatory practice for all children and families.**

**Aims**

**We aim to:**

* **Provide a secure and accessible environment in which all our children can flourish and 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 including gender roles, diverse ethnic and cultural groups and people with disabilities (protected characteristics - The Equality Act 2010).**
* **Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity**
* **Challenge and eliminate discriminatory actions**
* **Make inclusion a thread that runs through all of the activities of the Wavertree Christian Fellowship Nursery**
* **Foster good relations between communities**

**The legal framework for this policy is**

* **The Equality Act 2010**
* **Disability Discrimination Act (DDA) 1995, 2005**
* **Race Relations Act 1976, Race Relations Amendment Act 2000**
* **Sex Discrimination Act 1986**
* **Childrens Act 1989, 2004**
* **Special Educational and disability Act 2001**
* **Children and Families Bill 2014**

**Methods**

**Admissions**

**The group operates admissions criteria which endeavors to be fair.**

**Families**

**The group recognizes that many types of families exist and are successful in loving and caring for children.**

**Keyworkers**

**The group operates a keyworker system and commitment to the groups equal opportunities policy and confidentiality policy, will form part of the job description for all workers.**

**The curriculum**

**Activities and the use of equipment offer the children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. All children will have their individuality and potential recognized and nurtured. Children are put into groups usually by age or stage of development, although this is not always the case and sometimes children are in groups with children of mixed age and ability. The curriculum offered encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.**

**We do this by:**

* **Making children feel valued and good about themselves and others**
* **Ensure that children have equality of access to learning**
* **Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities**
* **Positively reflecting the widest possible range of communities in the choice of resources**
* **Avoiding stereotypical or derogatory images in the selection of visual materials**
* **Creating an environment of mutual respect and tolerance**
* **Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable**
* **Ensuring that the curriculum offered is inclusive of all children regardless of ability, disability**

**Resources**

**Resources are chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi racial society.**

**Materials will be selected to help children to develop their self respect and build their self esteem, avoiding stereotypical images and derogatory pictures and messages about other groups of people.**

**Special needs**

**Wavertree Christian Community Centre recognizes the wide range of special needs of children and their families in the community.**

**We have a SENCO who is constantly made aware of new or updated information regarding training and is committed to the welfare of children with special educational needs and their families.**

**Discriminatory behaviour/remarks**

**These are totally unacceptable in the nursery and action will be taken to avoid the same thing happening again.**

**Staff will be sensitive to the feelings of the victim and to help those responsible to understand what they have done and to overcome their prejudices.**

**Information**

**We will endeavour to communicate any information written or verbal in a clear way. Children with English as a second language, multi-lingual and bi-lingual children are an asset to the nursery and will be valued and their language be respected.**

**This policy is reviewed annually by Wavertree Christian Fellowship Nursery and Pre-school.**