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## Equality and Diversity Policy

### Statement of Intent

YMCA Brunel Group is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all staff, volunteers, children and families.

### Aim

We aim to:

- Provide a secure environment in which all our children and families can flourish and in which all contributions are valued
- Make all reasonable adjustments to accommodate all staff, volunteers, children and families
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about gender roles, LGBT (lesbian, gay, bisexual, transgender) diverse ethnic and cultural groups and people with disabilities;
- 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 our work
- Include the promotion of British Values as part of our curriculum

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989;
- Special Educational Needs and Disability Act 2001.
- The Equality Act 2010
- The Counter- Terrorism and Security Act and the Prevent Duty Guidance: for England and Wales (HMG 2015)

### Methods

#### *Admissions*

Our setting is open to all members of the community.

- We advertise our service widely
- We reflect the diversity of members of our society in our publicity and promotional materials
- We provide information in clear, concise language, whether in spoken or written form
- We base our admissions policy on a fair and inclusive system
- We ensure that all parents are made aware of our policies
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, LGBT group, religion or social background, such as being a member of a travelling community or an asylum seeker

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YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

- We do not discriminate against a child with a disability or special educational needs or refuse a child entry to our setting because of any disability. The child will be valued and supported and all reasonable adjustments made, reviewed and monitored for effectiveness of inclusive practices that promotes and values diversity
- We develop plans to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered
- We challenge any discriminatory behaviour, inappropriate attitudes and practices by staff or parents including displays of openly racist insignia, distribution of racist material, name calling, or threatening behaviour as all are unacceptable in our environments and will be dealt with in the strongest manner

#### *Employment*

- Posts are advertised and all applicants are judged against explicit and fair criteria
- Applicants are welcome from all backgrounds and posts are open to all
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process
- All job descriptions include a commitment to equality and diversity as part of their specifications
- We monitor our application process to ensure that it is fair and accessible

#### *Training*

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish
- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion

#### *The Quality of Education, Personal Development, Behaviour and Attitudes*

Our curriculum and ethos are designed to encourage children to develop positive attitudes about themselves as well as towards people who are different from them. They encourage children to empathise with others and to begin to develop the skills of critical thinking. Our curriculum gives children opportunities and experiences to enhance their learning and build their cultural capital. Our positive behaviour management policy promotes equality and diversity. Children are always encouraged to form inclusive attitudes.

We do this by:

- making all children feel valued and raising their self-esteem
- ensuring that children have equality of access to learning and have new experiences and opportunities
- ensuring that all children have access to resources that reflect positive images of culture, ethnicity, gender and disability
- recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities
- avoiding stereotypes or derogatory images in the selection of books or other visual materials
- celebrating a wide range of festivals
- 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 children with special educational needs and children with disabilities
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning and in the maintenance of their home language
- Challenging and reporting all extremist behaviour

#### *Valuing diversity in families*

- We welcome the diversity of family lifestyles and work with all families
- We encourage children to contribute stories of their everyday life to the setting
- We encourage parents/carers to take part in the life of the setting and to contribute fully



- For families who speak languages in addition to English, we will develop means to ensure their full inclusion

*Food*

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them

All other policies relating to YMCA Brunel Group are available for you to read at the childcare setting or on our web site

**Signed on behalf of YMCA Brunel Group**  
(original signed copy held at registered office)



Mike Fairbeard

**Role of Signatory**

Chief Executive

**Date of Review of Policy**

December 2022

