



8. Equality & Diversity Policy & Procedure

8.1 Statement

At Wyke Community and Children's Centre, equality is important. It's about making sure everyone who uses our services and who works for us, has the opportunity to achieve their full potential and has the experience of feeling included, respected and valued for who they are as a unique individual. That's why we're committed to promoting equality, valuing diversity and working inclusively in all our planning and services. It's part of how we're able to offer the best support to the most vulnerable and neglected children, young people and their families.

Our commitment to equality and diversity is part of everything we do. This helps to define our actions, behaviour and practices - as an employer, service provider and campaigning organisation.

8.2 Implementation & Procedure

It is our equality and diversity aim at Wyke Community & Children's Centre to become an integrated Centre we will do this by ensuring that we:

- Welcome children and families from our diverse community and work in partnership with them to develop community cohesion.
- Provide an environment where all our children can flourish and be valued.
- Ensure that the Setting has a designated Special Education Needs Co-ordinator (SENCO) to lead on matters regarding Special Educational Needs and Disabilities.
- Ensure that all children attending the setting have completed 'All about me' Form and any other relevant information required, such as but not limited to, Individual Education Plans, Individual Risk assessments and Health Care Plans.
- Complete registration forms that include information about childrens dietary requirements, cultural or individual needs.
- Offer extended services and develop parents and carers involvement in activities.
- Are responsive to the needs of our service users and ensure that all services are equally accessible.
- Ensure that where necessary or where in the child's best interests the setting works in partnership with other agencies to ensure children's needs are being met.
- Ensure that all children, parents, carers and staff are aware of procedures, rights and responsibilities in relation to equalities issues.
- Recognising and celebrating diversity through the services that we deliver.
- In line with the British Values implement and Promote tolerance, respect and understanding of equality and diversity through all the activities, daily routines and experiences we provide for children and families

- Continually encourage children to celebrate similarities and differences between each other, through both planned and unplanned experiences
- Ensure that all activities, resources, play materials, books and images reflect a diverse range of communities.
- Work in accordance with the Equality Act 2010, to ensure children's rights are held of the upmost importance at all times.

8.3 Roles and Responsibilities

All employees have a responsibility for promoting equality and inclusion and avoiding discrimination of any kind.