



Early Learning and Childcare Centre

EQUALITY POLICY

Ferryfield aims to develop everyone's awareness of the increasing social, cultural and ethnic diversity of the society in which we live. Ferryfield's policy acknowledges that members of all backgrounds should be included and welcomes as part of our community.

Statements of Principle

- Discrimination on the basis of colour, culture, origin, gender and ability is unacceptable in Ferryfield.
- Each member of staff will contribute towards a happy, caring environment by showing respect and appreciation of each other and individuals.
- An equal opportunities philosophy will be practised by all staff.

Discrimination

- All forms of discrimination should be treated seriously and dealt with appropriately. It should be explained to the offender why the behaviour is unacceptable.

Curriculum

- All children have access to the Ferryfield curriculum which is adapted depending on their age and/or stage of ability. Staff should be aware that their own expectations affect the achievements and behaviour of each child and so they should presume that every child is able to achieve high standards given the right support.

Resources

- Ferryfield aims to provide for all service users according to their needs, irrespective of gender, ability or ethnic origins.
- In selecting curriculum resources, staff aim to present positive images that are non-racist and non-sexist.
- Service users should be presented with accurate information regarding similarities and differences between cultural groups.

Adopted by the Committee

Date

August 2016