



Early Learning and Childcare Centre

EQUALITY POLICY

The Care Inspectorate's Health and Social Care Standards inform the standard of practice expected of Ferryfield's staff, when following this policy they are adhering to:

Standard 1: I experience high quality care and support that is right for me.

Dignity and respect

- 1.1 – I am accepted and valued whatever my needs, ability, gender, age, faith, mental health status, race, background or sexual orientation.
- 1.2 – My human rights are protected and promoted and I experience no discrimination.

Compassion

- 1.6 – I get the most out of life because the people and organisation who support and care for me have an enabling attitude and believe in my potential.

Experiencing my care and support

- 1.19 – My care and support meets my needs and is right for me.

Standard 2: I am fully involved in all decisions about my care

Compassion

- 2.8 – I am supported to communicate in a way that is right for me, at my own pace, by people who are sensitive to me and my needs.

Be included

- 2.9 – I receive and understand information and advice in a format or language that is right for me.
- 2.10 – I can access translation services and communication tools where necessary and I am supported to use these.

Standard 3: I have confidence in the people who support and care for me

Compassion

- 3.6 – I feel at ease because I am greeted warmly by people and they introduce themselves.
- 3.10 – As a child or young person I feel valued, loved and secure.

Be included

- 3.13 – I am treated as an individual by people who respect my needs, choices and wishes, and anyone making a decision about my future care and support knows me.

Standard 4: I have confidence in the organisation providing my care and support

Dignity and respected

- 4.1 – My human rights are central to the organisations that support and care for me.

Compassion

- 4.3 – I experience care and support where all people are respected and valued.

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 welcomed 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 equitable opportunity 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 2019