



Sure Start Children's Centre

Equality and Diversity



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Policy approved and adopted by: Oak Meadow and Strawberry Meadow Partnership Board

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Members of staff responsible for implementation and review :
Debbie Simmons/Clare Quirke/Claire Woollett

The two Centres are committed to the promotion of equal opportunities and the celebration of diversity amongst all staff, parents, centre users and children.

We aim to:

1. Ensure that everyone is aware of their responsibility to promote equal opportunities for all
2. Appreciate, understand and respect the richness of cultural and personal diversity present in our society
3. Welcome all children and adults into the Centre and help them to reach their full potential
4. Challenge unacceptable language, behaviour, or attitudes shown by any adult or child
5. Affirm each individual's sense of value and self-worth
6. Help each individual towards understanding the value and self-worth of others
7. Encourage everyone to have non-discriminatory, non-stereotyped views of themselves and others in their roles within society
8. Support the development of personal and cultural identity
9. Enable all children to make choices without bias and stereotyping
10. Recognise the unique contribution that each person brings to the Centre

This policy has been written to reflect Hampshire's vision for equality; "Hampshire County Council values diversity, respects individual rights and expects others to take personal responsibility to do the same"

Equal Opportunities – Personnel

The Centres follow the procedures laid down by HCC regarding employment and personnel matters as laid down in the Corporate Equalities Employment Policy <http://www3.hants.gov.uk/equality/diverse-workforce/policy-guide/employ/employ-legal.htm>

What we do

We strive to provide genuine equality of access, opportunity and treatment for everyone and ensure that no-one is excluded or disadvantaged because of age, disability, gender, race or nationality, religion or belief, sexual orientation, socioeconomic environment or ability.

Children, parents and carers need to know that their languages and beliefs are valued, respected and are positively encouraged. Our resources include dual language books and toys which reflect different nationalities, beliefs and family arrangements . When required we make arrangements with EMTAS (Ethnic Minority and Traveller Achievement Service) for additional support .

We use resources which provide positive images of those with disabilities and we modify equipment as necessary to cater for visual, hearing and physical impairment.

The Oak Meadow Centre acts as a gateway building for Strawberry Meadow. Oak Meadow is a fully accessible building and fully accessible outreach venues are secured wherever possible.

The Centres work within the school cluster areas of Henry Cort and Brookfield to support equality of access, opportunity and treatment.

We have a positive attitude to inclusion and encourage all children and adults to value themselves and their abilities.

We aim for all our activities to be inclusive, unless it is being targeted towards a specific group ,e.g. Domestic Abuse, Young Parents, Dad's Club.

Barriers to engaging in activities are removed where possible e.g, charging waived for particular circumstances, flexible timings to suit working parents, transport is provided, crèches made available and home visits made if required. Our written information is accessible via paper and electronic systems and font style,size and colour are chosen for easy reading. Learners receive additional support in Family Learning courses as required.

We engage with local community projects, e.g. Fareham's Hill Park Project.

We work in a multi-disciplinary partnership with a range of specialist organisations to support children and families and facilitate meetings of support groups such as FASS(Fareham Autistic Spectrum Support). The NSPCC and Probation Services use the centres to facilitate meetings and contacts for parents and children with particular needs/circumstances. Staff liaise with doctors, speech and language therapists, teachers of the hearing impaired and visually impaired, teachers of the physically disabled and educational psychologists as required.

We monitor our effectiveness through our Self Evaluation Framework, regular audits/reviews of resources/evaluations, monthly profiling data and the HCC Equality Impact Assessment process. We report and record racial complaints/incidents in line with HCC guidance.