



The Play Den

17 Safeguarding and Welfare Requirements

EQUAL OPPORTUNITIES –

VALUING DIVERSITY AND PROMOTING EQUALITY

We will ensure that our service is fully inclusive in meeting the needs of children. We recognise that children and their families come from diverse backgrounds. All families have needs and beliefs that arise from their social and economic, ethnic and cultural or religious backgrounds. Children grow up in diverse family structures that include two parents and one parent families, some children have parents of the same sex. Some children have close links with extended families of grandparents, aunts, uncles and cousins whilst other may be removed from close kin or may live with other relatives or foster carers.

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for children and their families. We aim to:

- Provide a secure and accessible environment where all children can flourish and in which all contributions are considered and valued
- Include and value the contribution of all families to our understanding of quality and diversity

- Provide non-stereotypical gender roles and diverse family structures, diverse ethnic and cultural groups and disabled people
 - Challenge and eliminate discriminatory actions
 - Ensure activities and resources reflect our commitment to inclusion
 - Celebrate a range of festivals
 - Ensure we enable those learning English as an additional language are supported by learning 'key words' in the child home language and labelling resources in both languages
 - Providing books in the child's home language and ensuring resources that reflect the child's cultural backgrounds are available
- (Safeguarding and Welfare 3.66)**

STAFF

Posts are advertised and all applicants are judged against fair criteria. All job descriptions include our commitment to promoting equality and recognising and respecting diversity as part of their specifications. A safeguarding statement is always included to discourage inappropriate applicants. The best person for the post is selected, subject to positive indicators at interview and satisfactory DBS and suitability checks. N.B All posts are exempt from the Rehabilitation of Offenders Act and relevant spent convictions must be declared, according to latest legislation. **(Safeguarding and Welfare 3.18)**

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