



**Equality and Diversity Policy**

Zelda School is committed to equal opportunities both in relation to employment and the delivery of it’s services. Zelda School believes that, as providers of childcare, it has a responsibility to actively oppose any form of discrimination.

The legal framework for this policy is:

Equality Act 2010;

Gender Recognition Act 2004:

Children And Families Act 2014;

Special Educational Needs and Disability Act 2001

The SEND Code of Practice 2014 updated April 2020

When employing new members of staff we endeavour to follow the legal frameworks set out above and will not make recruitment judgements based on age, race, religion, gender, disabilities, etc.

At Zelda School we endeavour to recognise each child’s individual needs, talents and interests. We provide a caring environment, which promotes celebration of the individual and teaches children to become democratic, respectful, loving adults. We aim to meet the needs of all individual children by:

* Ensuring all children, regardless of race, religion, gender, disability or social status will be cared for equally.
* Ensuring a range of equipment and play materials will be provided to extend children's knowledge and developmental skills. The equipment will be used in a way that will not stereotype according to gender and will reflect the multi-cultural/multilingual community in a positive way.
* Providing a curriculum and activities that celebrate all races, religions, genders, disabilities etc. and teaches children about other cultures from around the world.
* Recognising bilingualism and multilingualism as positive attributes to learning. We are aware that it is important for a child to maintain their home language. We will therefore find out about the languages our families speak and provide educational resources to support development in the home language. We will ensure that children at all stages of learning English as an additional language have full access to the curriculum. We will support their learning by offering real experiences in the play environment and we will encourage the involvement of parents in developing resources.
* Ensuring equipment such as books, posters, displays and the celebration of festivals will reflect a variety of cultures and promote self identities that will enhance the children's self image and home/life experiences. Snacks and meals will also reflect the cultural, religious and particular dietary needs of all children.
* Encouraging children to respect and tolerate each other in a caring, and non-aggressive manner, behaviour that will be modelled by all staff and volunteers in the school and also reflected in the forms of activities and behaviour techniques that are promoted. No form of physical punishment or ill treatment will be tolerated.

At Zelda School discriminatory remarks and/or behaviour made by a child are not acceptable: where this occurs, staff will clearly point this out, explain to the child why the remark/behaviour is not acceptable and correct information will be offered. Parents/carers of all children concerned will be informed of such incidents but the children will not be named.

At Zelda School discriminatory remarks and/or behaviour made by anybody on site including staff, volunteers, parents or visitors, are not acceptable and will be challenged. In the case of staff, disciplinarily procedures will be followed. With other adults staff will point out the unacceptable remark or behaviour, explain why this is not acceptable and correct information will be offered. In cases of serious discrimination the police will be called or legal advice will be sought.

All staff, students and volunteers are issued with a copy of our Equality and Diversity Policy at induction.

At Zelda School, we recognise the importance of the core British values; democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths. These sit alongside the requirements of the Equality Act and are actively promoted and reinforced in school in a number of ways including through teaching, role-modelling and the various activities and available resources that are accessible to all on a daily basis.

Zelda School recognises that a positive attitude and approach will be needed to ensure the implementation of this policy. Zelda School is committed to ensuring that it meets its responsibilities and statutory requirements in respect of the Equality and Diversity Policy and anti-discrimination legislation, through the provision of support and training of all our staff.

**Special Educational Needs and Disabilities (SEND):**

Staff are aware that some children may have special needs and/or disabilities and are proactive in ensuring that appropriate action is taken when a child with these needs is identified. The Zelda School staff have regard to the Special Education Needs and Disabilities Code of Practice 2014. Please see SEND Policy for further details.

The Special Educational Needs Co-ordinator is **Jackie Cockerill**

**Arrangements for Reviewing, Monitoring and Evaluating the Effectiveness of Inclusive Practices:**

* All incidents of discrimination will be reported to the headteacher of Zelda School.
* Serious or reoccurring incidents will be written on incident forms, which will be kept on file.
* Equipment, play materials, books, posters etc will be checked and updated regularly.
* Zelda School will carry out an Access Plan annually.
* This Policy will be reviewed annually.

**Related Policies**

* SEND Policy
* EAL Policy
* Violence at Work Policy

**Policy Agreed by Directors on: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signed:**

**Review on:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**