

Caban Y Faenol CYF

Equality & Diversity Policy

The aim of Caban Y Faenol is to provide an inclusive environment which promotes the contribution and participation of everyone involved with the setting.

We will positively promote diversity, equality of opportunities and anti-discrimination policies and practices for all children and adults associated with our work. We will regularly monitor our personnel policies and procedures to ensure that they are fair and objective. Our aim is to attract a wide range of competent and able applicants for our posts. We aim to provide an accessible working and learning environment for disabled adults and children. We will ensure that all our staff know their rights and their personal responsibilities contained within policies of the setting. We acknowledge that everyone has a right to be treated fairly and without discrimination, and to enjoy a harmonious working and learning environment.

Caban Y Faenol will ensure that all sectors of the community, including those from a deprived background, regardless of their language, know that our services and activities are available to them.

The Rights of the Child

This policy is part of ensuring that we at Caban Y Faenol CYF respects children's rights as included in the United Nations Convention of the Rights of the Child, particularly:

Article 2: The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 3: All organisations concerned with children should work towards what is best for each child.

Article 8: Governments should respect children's right to a name, a nationality and family ties.

Article 12: Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously

Article 14: Children have the right to think and believe what they want and to practice their religion, as long as they are not stopping other people from enjoying their rights.

Article 23: Every disabled child has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.

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Article 30: Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

Article 31: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities

Code of Practice

The Environment

Caban Y Faenol commits to give every child barrier free opportunities to benefit from a range of early years experiences. To this end, we will ensure that the environment promotes understanding of cultural diversity and reflects the society within which we live.

Caban Y Faenol will:

- promote equality and diversity within each activity and though working with parents/carers/guardians.
- recognise that equality and diversity includes all aspects of employment and service provision. To this end, we will ensure that the committee/manager and staff comply with this policy at all times and will review the policy annually
- recognise and remove any practice which discriminates on the basis of race, disability, gender, age, sexual orientation, pregnancy and motherhood, religion or social status.
- promote an atmosphere which is free of discrimination, harassment and bullying. Caban Y Faenol will deal with any behaviour which violates this. Failure by a member of staff or volunteer to adhere to this policy could lead to action under the Disciplinary Procedure.

Working with Families

Caban Y Faenol is committed to ensuring that families from all sectors of the community are aware that our activities are available to them.

We will:

- create an impression that welcomes and reflects all sectors of the community by using clear and simple language. Ensure that any letter, newsletter, statement, poster, booklet, leaflet etc. which displays our name does not use discriminatory language/pictures/images. We will also ensure that all literature will actively and positively demonstrate diversity in all its forms.
- ensure that everyone associated with the setting are made aware of all the activities that they have a right to take part through an appropriate accessible medium, in clear language, and free from any terms that could be discriminatory.

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- encourage parents/carers/guardians to take part in the setting's life e.g. by ensuring a fair and balanced representation of Caban Y Faenol staff on the management committee / parents association.
- provide barrier free facilities and/or opportunities, taking into consideration peoples language, nationality, race, gender, sexual orientation, disability, religion, marital status, culture or social status. This will help allow everybody to contribute and celebrate the life of the setting.
- arrange meetings which are suitable to the circumstances of all associated with the setting, in terms of time, notice, access, interpretation equipment, and any other necessary arrangements. Monitor attendance and consider changes to time, location and any other barriers, in order to give the opportunity to parents or guardians who wouldn't be able to attend otherwise.
- monitor access to our activities and make a special effort to include every sector of the community. In order to do this, we will undertake an annual review of the our activities.
- work in partnership with parents/carers/guardians to meet the medical, cultural and dietary needs of the children.

Activities of Caban Y Faenol

Caban Y Faenol is committed to offering children an opportunity to benefit from a range of early years experiences. To this end, Caban Y Faenol ensures that the activities and resources in the setting promote understanding and celebration of cultural diversity.

Caban Y Faenol will:

- provide support and encouragement to members of staff to develop their careers and increase their contribution to the work of the setting by enhancing their knowledge and skills. Caban Y Faenol will provide training to staff and volunteers in order to improve skills and expand their knowledge. This should include cultural awareness training and training that enables staff to have a full and practical understanding of the Social Model of Disability.
- ensure that cultural and disability diversity is reflected in the range of resources that we provide e.g. dolls, toys, books, games.
- encourage children and their families to share experiences from their everyday lives.
- look for opportunities to invite or visit representatives from different communities to share experiences from their everyday lives.
- celebrate a variety of cultural festivals.
- encourage children to learn about different foods, eating practices, and encourage children to develop respect toward the various cultural practices.

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