

Action Marine Park **Equality and Diversity Policy**

Aims of this policy

This policy aims to provide a framework within which the group will operate in order to:

- Provide a happy, safe, secure and inclusive environment which will support all children attending to realise their full potential
- Actively promote equality and diversity by ensuring all children and families are welcome and have equal access to information and opportunities to enable them to participate fully in the centre.
- Challenge any racist, sexist and all other discriminatory behaviour in both children and adults

Section 1: Admissions

We aim to be genuinely accessible to all children within the local community regardless of race, gender, status or religion.

We will do this by:

- Advertising the group in the local and wider community, ensuring it is widely known.
- Work within local and national guidelines.
- Being as flexible as possible with respect to attendance so that the needs of individual children and their families are accommodated.
- Welcoming all children who may require additional support as part of the group.

Section 2: Activities

The activities offered in our group will encourage children to participate in a variety of activities and provide opportunities to become aware of and respect a diversity of cultures and religions. We aim to provide an environment that is free from prejudice and discrimination.

We will do this by:

- Ensuring that all children feel valued and good about themselves by being given opportunities to express their thoughts and ideas in a positive way.
- Consider ways of enabling basic communication for all children throughout all activities; seeking advice where necessary.
- Providing equal opportunities and access to the full range of activities available
- Ensuring activities take into account each child's age and stage of development, gender, ethnicity, thoughts, feelings, ideas and home language.
- Celebrating a variety of relevant special events reflecting a range of lifestyles and cultures and taking pride in national and local traditions.
- Always discouraging children, young people and adults from being hurtful and making unkind remarks.
- Wherever possible catering for those designated with a disability or additional needs, taking into account their individual circumstances.

Section 3: Resources

We will ensure that our resources positively and accurately reflect today's society.

We will do this by:

- Purchasing, organising and monitoring the use of equipment and resources to reflect diversity in the immediate and wider society in which we live.
- Involving children in the decision making process regarding resources and plans for the project where possible.
- Displaying positive images of differing races, cultures, gender, religion, social groups and physical disabilities/disabilities, health and circumstances, where possible.

Section 4: Food

We will work in partnership with parents to ensure that the medical, cultural and dietary needs of all children and adults are met and that awareness of differences is appreciated (where it is AMP's responsibility to provide food).

We will do this by:

- Having a range of foods available during events that meet different dietary requirements.

Section 5: Valuing Diversity in the family as a whole; communication and information-sharing

We recognise that the North of Scotland is no longer an area of mono-culture therefore our group will take into account the diverse nature of family make up in today's society including extended families where appropriate. Our group will consider how best to meet the individual needs of users including financial, language, gender and cultural and make efforts to accommodate these when sharing information.

We will do this by:

- Ensuring that all users of the service have information communicated to them in an appropriate way and that there is time made available for families to talk to committee members.
- Encouraging family members to share information about their cultures and background. We will aim to make all parents, carers and the wider family welcome and included in the group.
- To hold open days for users, family, friends and potential users of the group and advertise these meetings accordingly.

Section 6: Employment

We will ensure that our policies relating to employment are fair, clear and consistent.

We will do this by:

- Ensuring that the group has a clear policy for recruitment and selection including that of ex-offenders (Childcare is one of the positions listed under the Exclusions and Exceptions (Scotland) Act 2003 meaning that ex-offenders may be asked to

reveal spent convictions in order to risk assess their suitability for the post) and that the policy is reviewed annually.

- All employees will hold an up to date PVG.
- Ensuring that posts are widely advertised and that all applicants judged against consistent, clear and fair criteria.
- Ensuring that the post is offered to the person who best meets the criteria subject to references and disclosure checks regardless of age, gender, sexuality, disability, ethnic origin, religion or belief or any other discriminatory criteria.
- Ensuring all employees are aware of the requirement to commit to the group's active promotion of an equality and diversity policy. That all staff behave in a professional manner being consistent, sensitive and fair at all times. Staff must challenge anyone who makes inadvertent racist, sexist or insensitive remarks within the group.
- Ensuring that all employees are issued with details of the organisation's disciplinary and grievance procedures and these will be implemented consistently and fairly.

Section 7: Committee Training

All staff and volunteers will have opportunities to develop their knowledge and skills appropriately.

We will do this by:

- Including training on Equality and Diversity within the staff induction process.
- Keeping committee members informed and updated on relevant new legislation.
- Facilitating attendance at relevant training for committee members who have identified that they wish to improve their own knowledge and expertise in this aspect or who have been identified as having a training need.

Section 8: Monitoring and Review of Policy and Practice

We will monitor and evaluate our practice with regard to equality and fairness by:

- Monitoring the implementation of this policy through careful forward planning, observation of procedures and practice and through observations of the children at play both indoors and out. The committee will have overall responsibility for ensuring that the policy is adhered to consistently across all aspects of project.
- Monitoring the effectiveness of your policy and practice as part of the process of regular review. This should be carried out at the groups AGM.