



Willoughby Way, Winklebury, Basingstoke, Hampshire, RG23 8AF

Ofsted URN:

Charity Number: 1162991

# Valuing Diversity and Promoting Equality Policy

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## Policy Statement

W.I.S.P.S will ensure that the service we offer is fully inclusive in meeting the needs of all children, particularly those that arise from a child's ethnic heritage, social and economic background, gender, ability or disability. W.I.S.P.S is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. W.I.S.P.S aim to:

- Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.
- Welcome, include and value the contribution of all families to W.I.S.P.S' understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all the activities delivered at W.I.S.P.S

## EYFS Key Themes and Commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
Inclusive practice Keeping safe	Respecting each other Parents as partners Supporting learning Key-Person	Supporting every child The wider context	Areas of learning and development

## Procedures

### *Admissions*

W.I.S.P.S is open to all members of the community.

- W.I.S.P.S advertise the setting widely.
- W.I.S.P.S reflects the diversity of our society in our publicity and promotional materials.
- W.I.S.P.S provides information in clear, concise language, whether in spoken or written form.



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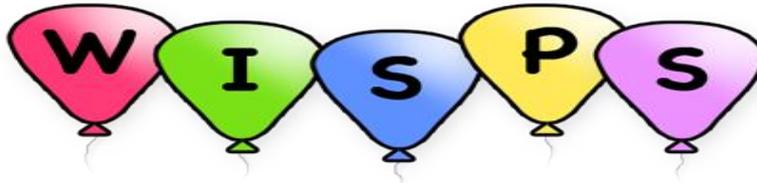
- W.I.S.P.S provides information in as many languages as possible.
- W.I.S.P.S has a fair admissions policy system.
- W.I.S.P.S ensures that all parents/carers are made aware of the Equal Opportunities Policy.
- W.I.S.P.S do not discriminate against a child or their family, or prevent entry to the setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- W.I.S.P.S does not discriminate against a child with a disability or refuse a child entry to the setting for a reason relating to disability.
- W.I.S.P.S ensures wherever possible that we have a balanced intake of boys and girls within the setting.
- W.I.S.P.S develops an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum we offer.
- W.I.S.P.S takes action against any discriminatory behaviour by staff and/or parents/carers. Displaying of openly discriminatory and possibly offensive materials, name calling or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.
- W.I.S.P.S is able to offer to parents/carers a dedicated employee to help develop and lead multi-cultural activities and events, they are known as the **Inclusion Officer**.  
W.I.S.P.S Inclusion Officer is: **Michelle Gale**
- W.I.S.P.S work with parents/carers to enable a happy transition into pre-school for children with English as an additional language.

### ***Employment***

- Vacancies for employment at W.I.S.P.S are advertised and all applicants are judged against explicit and fair criteria set out in the Person Specification
- Applicants are welcome from all backgrounds.
- W.I.S.P.S may use the exemption clauses in relevant legislation to enable our service to best meet the needs of the community.
- All posts whether voluntary/paid are subject to references and checks by the Disclosure and Barring Service (please see The Disclosure and Barring Policy); this ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity.
- W.I.S.P.S monitors the application process to ensure that it is fair and accessible.

### ***Training***

- W.I.S.P.S seeks out training opportunities for employees and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable children to flourish.



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- W.I.S.P.S review practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

### *Curriculum*

- W.I.S.P.S offers a curriculum that encourages children to develop positive attitudes, about themselves as well as people who are different from themselves.
- The curriculum encourages children to empathise with others and to begin to develop the skills of critical thinking.
- W.I.S.P.S, offers an environment which is as accessible as possible for all visitors and service users.
- W.I.S.P.S will make reasonable adjustments to allow the needs of disabled children and adults to be accommodated by:
  - Making children feel valued and good about themselves
  - Ensuring children have equality of access to learning
  - Undertaking an access audit to establish if W.I.S.P.S is accessible to all children