

## **1.11 St Gregory's Childcare Trust Equal Opportunities Policy**

### **Aims:**

It is the policy of the St. Gregory's Child Care Trust to ensure that all staff should value and respect different racial origins, religions, cultures, languages, genders and abilities, so that each child, made in God's image, is valued as an individual.

### **Actions:**

In order to achieve this:

#### **The Trustees will:**

- ensure that this policy is understood and practised by all connected with the Trust.
- provide funds for equipment and resources necessary to ensure there is no discrimination.
- annually review and, if necessary, revise the policy.

#### **The Management Committee will:**

- explain the policy to all staff
- ensure that the policy is understood and practised by all staff.
- regularly review child care practice to ensure that there is no discrimination by staff, visitors, pupils or parents.
- take immediate steps to end any discriminatory practice as soon as it is detected.
- provide appropriate resources for multicultural activities.
- regularly review resources and activities to ensure that all racial origins, cultures, languages, genders and abilities can be included and valued.
- ensure that there is no discrimination in recruitment and selection of staff
- ensure that there is no discrimination in training and opportunities for promotion

#### **The staff will:**

- act as positive role models
- be aware of the importance of treating all children as individuals.
- encourage all children to join in any activities.
- encourage children to develop a positive identity and to respect all cultures, genders and racial groups.
- celebrate differences of culture, gender, ability, race and religion.
- discourage unkind or negative comments about these differences.
- model non-discriminatory behaviour and language for the children.
- treat other pupils, staff, parents and visitors with respect, regardless of differences of age, culture, gender, ability, sexual orientation, race and religion.
- always speak positively about these differences.