



EQUALITY AND DIVERSITY POLICY

Stepping Stones is fully committed to providing equality of opportunity and anti-discriminatory practice for all staff, volunteers, children, parents/carers and the Management Committee.

Stepping Stones welcomes children, families, staff and visitors from all cultures and endeavor to reflect different cultures and beliefs within our activities

To maintain equality of opportunity and anti-discriminatory practices throughout Stepping Stones we

- Promote a working environment in which the contribution and needs of everyone are fully valued and recognised

Stepping Stones is committed to providing an inclusive environment and our premises are fully accessible to all.

Stepping Stones seeks to provide an accessible service to all and acknowledge that no person should suffer discrimination or lack of opportunity based on

- Age
- Disability
- Race
- Religion or cultural beliefs, showing respect and tolerance for those of different faiths
- Gender, (this includes homophobia or transgender),
- Sexual orientation,
- Responsibility for dependents,
- Marital status and civil partnerships
- Pregnancy

Stepping Stones is committed to developing equal opportunities in all areas of its work and management, and in particular will take positive action in the area of employment, volunteering, representation, service provision and membership.

Stepping Stones will not tolerate inappropriate violent or abusive behaviour/language, harassment or victimisation from colleagues, parents/carers other visitors. and will challenge any derogatory or discriminatory remarks made by parents, staff or others.

All Stepping Stones staff have a duty to draw to the attention of their line Manager/setting Manager any suspected discriminatory acts or practices or cases of bullying, harassment or victimisation.

Stepping Stones also promotes British Values throughout the setting and ensures that these are shared with staff and applied.

Stepping Stones will avoid stereotypes and derogatory images in the selection of material and will try to reflect the widest possible range of cultures in the choice of resources used and photographs published to reflect the service provided.

Stepping Stones will ensure that medical, cultural and dietary needs of the children who attend sessions are met

Stepping Stones will try to ensure that the Management Committee is as representative as possible of our service users and the local community.

Stepping Stones will ensure that our Recruitment and staffing policy is in line with the Equalities Act.

Staff attend equal opportunities training and work together as a team to implement the good practice learnt.

We will develop our policy and code of practice, and review progress on its implementation as required.

Linked to

- Mission Statement
- Code of Conduct for Staff/Volunteers
- Staffing and Employment Policy
- Complaints procedure
- Whistle blowing Policy
- E safety policy
- Special Educational Needs Policy
- Anti bullying Policy