



Ely and Caerau Integrated Children's Centre  
adopted by  
Ely and Caerau Learning Partnership Board



# Equality Policy

## **Introduction**

*"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."*

Article 1 of the Universal Declaration of Human Rights

This document has been written to provide clear direction as to how our Centre can best address the needs of all adults and children both now and in the future, whether those needs are physical, intellectual, emotional or social.

This document pulls together all previous equalities policies into one document. It aims to comply with the statutory duty which states that all primary schools should have a scheme and action plan in place.

This document is based on four principles:

- Ensuring equality
- Recognising difference
- Promoting cohesion
- Involvement of potentially disadvantaged groups

## **The aims of the Equalities Policy**

We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all children are prepared to live in such a society. The purpose of our Equality Policy is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our Centre community and in all aspects of our plans and policies.

- To promote good relationships amongst children, staff, parents, governors, adult learners and the wider community which respects and values diversity
- Eliminate discrimination, harassment and victimisation

- To promote equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Promote positive attitudes to different racial groups and to disabled people
- Eliminate unlawful discrimination should it occur
- Promote social cohesion
- Allow for more favourable treatment for disadvantaged groups
- To establish and implement good practice in equality across the centre basing our objectives on local, national and regional priorities as well as feedback from engagement with our own centre community.

### The Ely and Caerau Children's Centre Ethos

- The Centre supports diversity and promotes good personal and community relations by involvement with the local community and the wider community of Cardiff.
- Different family structures are respected equally, including same sex parents and carers.
- Dress and dietary needs of different religious groups, vegetarians and diabetics and those with allergies will be addressed as necessary.
- Staff and children are able to celebrate festivals and other events relevant to their faith. The centre promotes understanding and respect for such festivals and events.
- The Centre opposes all forms of racism, homophobia, sexism, disablism, prejudice and discrimination. Discriminatory language or behaviour is not tolerated and will be challenged and dealt with following centre policies and LEA guidance. Incidents involving staff as alleged perpetrators are dealt with in accordance with the Centre's Discipline or Grievance procedures. The Centre works closely with the LEA and will work with other partners (e.g. Race Equality First and the Disability Rights Commission and Cardiff and Vale Coalition of Disabled People) to address discrimination within the centre and the local area as the need arises.

### **Equalities Summary Statement**

The Ely and Caerau Children's Centre is a caring, inclusive community. Our Centre is committed to equal opportunities with regard to religion,

colour, race, gender, sexual orientation, ability or disability. Our Centre endeavours to treat everyone equally favourably and with respect. We aim to ensure that the curriculum, organisation and management of the ECCC shall be such that no individual within the Centre community will be denied opportunities or receive less favourable treatment on grounds of Gender, Religion or Belief, Race, Sexual Orientation, Transgender Status, Age, Disability or ability or any other background.

We endeavour to:

- Encourage community participation in the life of the Centre
- Oppose prejudice and discrimination; ensuring that every individual is valued equally, including staff, parents, carers, children, adult learners, governors and visitors to the school
- Challenge language and behaviour which is racist, sexist, disablist, homophobic or otherwise damaging
- Recognise diversity and respect and value differences between people and to promote a fully inclusive culture within the centre
- Commit to prepare all children for life in a diverse society
- Strive for high levels of involvement and well-being of all children and adults
- Protect the rights of all children, staff, parents, governors, adult learners and visitors to the Centre.

## **Responsibilities**

The governing body is responsible for:

- Making sure the centre complies with Equality legislation
- Making sure the Equality Policy and its procedures are followed
- Reporting on equality issues to parents as part of the annual report to parents.

The Head of Centre is responsible for:

- Making sure that the Equality Policy is readily available, along with all other policies relating to various aspects of equality and that governors, staff, children, parents and guardians are aware of their contents
- Making sure the policy and its procedures are followed
- Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary

- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination
- Disability Equality Duty, Accessibility planning and the reporting of racist incidents to the LEA

All staff are responsible for:

- Dealing with racist, homophobic, disablist incidents and other incidents of harassment and bullying
- Being able to recognise and tackle bias and stereotyping
- Promoting equality and good relations between all groups
- Keeping up to date with the law on discrimination and equality

The full Equalities Policy Statement is:

- Published on the centre's website
- Brought to the attention of all non-LEA contractors or service providers
- Brought to the attention of parents and is available on request for parents, visitors and members of the wider community

The Equalities Action Plan is:

- Included in the Centre Improvement Plan
- Communicated during staff meetings

## **Monitoring**

The Equalities Policy and Action Plan will be monitored termly and evaluated on an annual basis by the Head of Centre, in line with the Centre Improvement Plan. The policy will be updated on an annual basis, in order to include accurate data relating to the whole school community.

As a Centre we are fully committed to inclusive practice. To this end, we continue to engage and consult with our whole centre community on issues relating to our practice. To this end parents/carers/staff will be

asked for information about disabilities and ways in which the Centre can be more accessible and inclusive for all.

We will revisit and analyse the information and data used to identify priorities for the Equality Plan.

We will use Equality Impact Assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of centre planning and that discrimination is being eliminated effectively.

Based on the above, we will review the plan and republish as necessary, but not less than annually with a full review not less than four yearly.

Review : October 2024