**ONE INTERNATIONAL SCHOOL EQUALITY & DIVERSITY POLICY**

ONE I.S. is committed to valuing diversity by providing equality of opportunity and enacting anti-discriminatory practise for all children and families.

**AIMS**

We aim to:

* Provide a secure environment in which all our children can flourish and in which all contributions are valued.
* Include and value the contribution of all families to our understanding of equality and diversity.
* Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
* Make inclusion a thread that runs through all of the activities in the setting.

**ADMISSIONS**

Our setting is open to all members of the community.

* We advertise our service widely.
* We reflect the diversity of members of our society in our publicity and promotional materials.
* We provide information in clear, concise language, whether in spoken or written form.
* We provide information in as many languages as possible.
* We base our admission policy on a fair system.
* We ensure that all parents are made aware of our equality and diversity policy.
* We do not discriminate against a child or family, or prevent entry to our setting, on the basis of: colour, ethnicity, religion or social background.
* We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
* We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the daily curriculum.
* We take action against any discriminatory behaviour by staff or parents. Displaying openly racist insignia, distribution of racist material, name-calling, or threatening behaviour are unacceptable on or around the school grounds and will be dealt with in line with our both our disciplinary and exclusion policies.

**EMPLOYMENT**

* Posts are advertised and all applicants are judged against explicit and fair criteria.
* Applicants are welcomed from all backgrounds and posts are open to all.
* The applicant who best meets the criteria is offered the post, subject to references and, where applicable, visa checks.
* All job descriptions include a commitment to equality and diversity as part of their specifications.
* We monitor our application process to ensure that it is fair and accessible.

**CURRICULUM**

The curriculum offered in the setting encourages children to develop positive attitudes about themselves and people from other cultures and backgrounds. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

* Making children feel valued and good about themselves.
* Ensuring that children have equality of access to learning.
* Recognising the different learning styles of individuals, making appropriate provision within the curriculum to ensure each child receives the widest possible range of opportunities to develop their skills and abilities.
* Positively reflecting the widest possible range of communities in the choice of resources.
* Avoiding stereotypes or derogatory images in the selection of books or other visual materials.
* Celebrating a wide range of festivals.
* Creating an environment of mutual respect and tolerance.
* Helping the children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
* Ensuring that the curriculum offered is inclusive of children with additional learning needs and children with disabilities.
* Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.

**VALUING DIVERSITY IN FAMILIES**

* We welcome the diversity of family lifestyles and work with all families.
* We encourage children to contribute stories of their everyday life to the setting.
* We encourage parents/carers to take part in the life of ONE I.S. and to contribute fully.
* For families who speak languages in addition to English, we continue to develop means to ensure their full inclusion.
* We offer a flexible payment system for families of differing means.

**FOOD**

* We work in partnership with parents to ensure that medical, cultural and dietary needs of children are met.  We help children to learn about a range of food and of cultural approaches to mealtimes and eating, and to respect the differences around same.

**MEETINGS**

* Meetings are arranged to ensure that all families, who wish to, may be involved and have an input in the development of the school.
* Information about meetings is communicated in a variety of ways: written, verbal, digital - and is translated (where possible) to ensure that all parents have information about access to the meetings.