



## **EQUALITY AND DIVERSITY POLICY**

**Oxford Active** wishes to reflect and meet the needs of the communities local to its settings and is committed to equal opportunities for all children and families who wish to use its facilities. In order to achieve this, each setting

- welcomes children from all backgrounds, regardless of race, nationality or culture and in accordance with its admissions policy
- welcomes children with special educational needs and disabilities, provided that facilities can be arranged practically to provide a safe, stimulating environment for that child
- seeks to avoid any form of discrimination in all activities, whether of gender, ethnicity or disadvantage by a member of staff, child or parent
- does not tolerate any discriminatory language, behaviour or remarks by children, parents or staff
- accommodates religious and cultural preferences in food and activities
- seeks to value each child as an individual, respecting their religion, racial origin, cultural and linguistic background
- respects and will try to be aware of the major events and religious festivals in the children's lives and welcomes the diversity of backgrounds from which they come
- ensures that both boys and girls have full access to all kinds of activities and equipment are equally encouraged to enjoy them

All staff are made aware of the setting's Equality and Diversity Policy and are required to commit to its principles and contents.