

Equality and Fairness



Fraserburgh South Park Nursery

2023

UN Convention on the Rights of the Child

Article 2 (Non-discrimination): *The Convention applies to all children, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their parents do and believe, their gender, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.*

Article 2 also ensures that all parties will ensure each individual child is protected against discrimination on the basis of the status, activities, opinions expressed or beliefs of parents, legal guardians or other family members.

We follow the Aberdeenshire policy and procedures to ensure equality and fairness for all stakeholders.

We are committed to providing and maintaining equality of opportunity for all children, parents and carers within the group.

Equal Opportunities Statements of Principle

- Discrimination based on belief, colour, culture, origin, gender and ability is completely unacceptable in our Early Learning and Childcare setting.
- Every person will contribute towards a happy and caring environment by showing respect for and appreciation of each other as individuals.
- We promote the principles of fairness and justice for all through the experiences that we provide in our Early Learning and Childcare setting.
- We ensure that all children have equal access to the full range of opportunities provided.
- Children's progress is monitored to ensure all children achieve success.
- Staff training is provided where relevant to ensure that all follow these principles.

Racial equality statements of principle

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- We are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make our Early Learning and Childcare setting a welcoming place for all ethnic and national groups represented in our community.
- We ensure that all recruitment, employment, promotion, and training systems are fair to all, and through our Continued Professional Development scheme, provide opportunities for everyone to achieve.
- We strive to remove any forms of indirect discrimination that may form barriers to learning. (e.g., books could reflect diverse society without negative images of some cultures)

METHODS OF PROMOTING RACIAL EQUALITY

- We follow Aberdeenshire admissions policy for Early Learning and Childcare. This does not permit gender, race, colour, or disability to be used as criteria for admission.
- Registration - Children's names are accurately recorded and correctly pronounced. Children are encouraged to accept and respect names from all cultures.
- We will regularly check books, posters, and other resources to ensure that they reflect a multi-racial society, positively and accurately. Boys and girls will have the opportunity to use, and be actively encouraged to use, all activities.
- We use stories and poems from a variety of cultures.
- Opportunities to experience other cultures, languages and celebrations will be regularly included.
- Children will be encouraged to welcome a range of different festivals together with the stories, celebrations and special food and clothing they involve as part of the diversity of life.
- Medical, cultural and dietary requirements will be met.

COMMUNICATION

Any information, written or spoken will be clearly communicated in as many different languages as necessary. Contact:

Aberdeenshire EAL Service,

New Deer School,

New Deer,

Turriff,

AB53 6TB

Telephone Number - 01467 532100

Email - eal.service@aberdeenshire.gov.uk

- Care is taken to ensure that parents who have poor literacy skills receive support with newsletters and written information.
- More information for staff, parents and carer's can be found here. [Additional Support Needs \(ASN\) Aberdeenshire, Inclusion, Equity and Wellbeing \(asn-aberdeenshire.org\)](https://asn-aberdeenshire.org/)

ADDITIONAL SUPPORT NEEDS

- In Aberdeenshire we are committed to providing the right support, in the right place, at the right time. Education and Children's Services (education and social work) will work in partnership with parents / carers and others (such as health professionals) to ensure we meet the needs of all of our children and young people in inclusive schools and communities.
- We recognise the wide range of additional support needs of children and families in the community and will consider what part it can play in meeting these needs. We take account of the needs of people with ASN when planning meetings.

More information can be found here... <https://asn-aberdeenshire.org/>