

**Crossroads Nursery Equity and Diversity Policy**

At Crossroads Nursery, we follow the Aberdeenshire Equality Policy to ensure equality of opportunity for all stakeholders i.e. all staff, children, parents and carers within the Crossroads community.

**Equity and Diversity**

* Discrimination or being disadvantaged on the basis of the nine protected characteristics is unacceptable i.e. age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, sex, sexual orientation or belief.
* 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.
* We ensure that all children have equal access to the full range of opportunities provided at Crossroads.
* We are committed to combatting discrimination and harassment in all its forms 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, show respect for all minority groups and make Crossroads a welcoming place for the whole community.
* We ensure that all recruitment, employment, promotion and training systems are fair to all, and through the CLPL scheme, provide opportunities for all.
* We strive to remove forms of indirect discrimination that may form barriers to learning and ensure that our resources reflect this.

**Methods of Promoting Equity and Diversity**

* We follow Aberdeenshire admissions policy for schools.
* We reinforce equity and diversity and the values of tolerance, respect and understanding.
* We will regularly check resources to ensure that they reflect a multi-racial society positively and accurately.
* All pupils will have the same opportunities regardless of gender or ability.
* Opportunities to experience other cultures, languages, festivals and celebrations will be included in the nursery curriculum.
* We are a fully inclusive school and recognise the wide range of needs of children and families in the community, whether educational, social or mobility issues.