**Hingham Playgroup**

**Hingham Playgroup Equality Statement**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

* **eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
* **advance equality of opportunity between people who share a protected characteristic and those who do not.**
* **foster good relations between people who share a protected characteristic and those who do not**.

At Hingham Playgroup we:

* aim to create an environment where children, families, staff members and those who come into contact with our setting, do not feel excluded, disadvantaged or treated less favourably because of their; race, religion or belief, age, marriage or civil partnership, disability – physical or mental, special educational needs, gender, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, culture, home language or background.
* try to ensure that everyone is treated fairly and respectfully and we wish Hingham Playgroup to be a safe and secure place for everyone.
* recognise that people have different needs and understand that meeting those needs and treating people equally, does not always involve treating them in the same way.
* encourage respect amongst individuals and groups within our setting by offering opportunities for all to participate.
* actively promote self-confidence and a positive attitude to learning by providing a positive learning environment which is free from direct or indirect discriminatory practices and where any discrimination is challenged.
* recognise that some children and adults may need assistance in accessing what we offer. In these circumstances, we aim to meet these needs, to the best of our ability, ensuring we are accessible to all. This may be through adaption of activities, offering extra support, translation, assistance in reading and writing etc.
* have a dedicated member of staff who has undergone training within the area of Special Educational Needs and Disability and when necessary, staff will seek external support and guidance.
* develop positive relationships with parents and carers, and those individuals with whom we have contact.
* incorporating festivals and celebrations from different cultures and religions.
* raise awareness with children about how diverse our world is, including challenging any discriminatory behaviour or remarks made by children.
* ensure our registration packs are accessible to all and that we offer assistance to use them if required. These packs provide an important opportunity for parents and carers to share their culture, beliefs and celebrations with us, should they wish to do so.

For further information please see our Equality policy and action plan.

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