**Our Vision**

Our vision is to make Cart Mill Family Centre the best place to grow and learn. We aim to help every child have fun, thrive, and develop according to their individual needs, talents and abilities. We respect children and their right to be a child. The wellbeing, learning and development of each individual child is carefully supported, nurtured and challenged in our learning spaces.

**Rationale**

In Cart Mill Family Centre we recognise the importance of equal opportunities and are committed to inclusive education. We recognise the importance of promoting equality and fairness for everyone.

We believe that no one should be treated unfairly because of their age, disability, pregnancy and maternity, poverty, gender and gender identity, race, religion or belief, and sexual orientation.

**Aims**

The aims of this policy are:

To support our community through fair, transparent, inclusive and sustainable policies and practices in relation to age, disability, pregnancy and maternity, poverty, gender and gender identity, race, religion or belief, and sexual orientation.

Respect all children’s rights and our work is underpinned by the United Nations Convention on the Rights of the Child (UNCRC).

Remove or minimise all forms of disadvantage suffered by our families, including economic disadvantage.

Engage in regular training to ensure that can help support a diverse range of families and address possible barriers to learning.

Value the diversity of our Cart Mill community and encourage all parents to be involved in the life and work of the centre.

Regularly review resources such as books, dressing up clothes, jigsaws and home corner cooking implements to ensure that they reflect the diversity of our community.

**Our Commitment**

East Renfrewshire Council Education Department is committed to ensuring equality and fairness for all. In accordance with the requirements set out by the Equalities and Human Rights Commission, we seek to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2012
* Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
* Foster good relations between people who share a protected characteristic and those who do not

Cart Mill Family Centre has clear guidelines and procedures for dealing with incidents of inequality, as advised by the ERC Education Department.

Our Equalities Co-ordinator is Val MacLean, Depute Head of Centre. For further information please contact us on 0141 570 7560

We are proud to be a Unicef Rights Respecting School (Bronze)



**References**

[**https://www.careinspectorate.com/images/documents/6578/QF%20ELC%2013092022.pdf**](https://www.careinspectorate.com/images/documents/6578/QF%20ELC%2013092022.pdf)

[**https://www.unicef.org.uk/what-we-do/un-convention-child-rights/**](https://www.unicef.org.uk/what-we-do/un-convention-child-rights/)

[**https://education.gov.scot/resources/equality-act-2010/**](https://education.gov.scot/resources/equality-act-2010/)

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Review policy: July 2024