

Cart Mill Family Centre Equalities Policy



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.

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.

United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 incorporates the Rights of the Child (UNCRC) into law in Scotland. As a Rights Respecting School our commitment to children's rights is reflected through staff language and actions when working with children, families and the 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:

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- 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 Angela Kerr, Head Teacher. For further information please contact us on 0141 570 7560

We are proud to be a Unicef Rights Respecting School (Bronze), working towards Silver.



UNCRC Article 2 No Discrimination: All children have all these rights, no matter who they are, where they live, what language they speak, what their religion is, what they think, what they look like, if they are a boy or girl, if they have a disability, if they are rich or poor, and no matter who their parents or families are or what their parents or families believe or do. No child should be treated unfairly for any reason.

UNCRC Article 3 Best Interests of the Child: When adults make decisions, they should think about how their decisions will affect children. All adults should do what is best for children

UNCRC Article 12 Respect for Children's Views: Children have the right to give their opinions freely on issues that affect them. Adults should listen and take children seriously.

UNCRC Article 23 Children with Disabilities: Every child with a disability should enjoy the best possible life in society.

UNCRC Article 29 Aims of Education: Children's education should help them fully develop their personalities, talents and abilities. It should teach them to understand their own rights, and to respect other people's rights, cultures and differences.

UNCRC Article 31 Rest and Play: Every child has the right to rest, relax and play.

References

<https://www.careinspectorate.com/images/documents/6578/QF%20ELC%2013092022.pdf>

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<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

<https://education.gov.scot/resources/equality-act-2010/>

Date of policy: Feb 2023

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