



# Thames Valley Adventure Playground

## Policy and Procedures

### ***Aims***

The aim of this policy is to ensure that a positive culture exists within the organisation, is reflected throughout our provision and ensures that all staff, volunteers and users of the Playground can expect equality of opportunity.

### ***Our Values***

The TVAP values diversity and is committed to equality of opportunities in the provision of our services.

We aim to provide the highest possible quality services to all the diverse individuals and communities without discrimination.

We aim to pursue equality policy objectives that actively promote equality, celebrate diversity and eliminate discrimination.

We will ensure that our services and resources are provided in a fair manner. We want our services to be accessible and useful to everyone regardless of age, gender, disability, race, ethnicity or national origin, sexuality, class, religion/faith or any other factors which may cause disadvantage.

As an employer we will ensure that all employees are recruited, trained and promoted on the basis of personal ability, requirements of the job and similar relevant criteria. All employers are encouraged to take advantage of all opportunities to better themselves at work.

We are committed to providing an environment that encourages tolerance and understanding.

We positively welcome children and their families of all races, languages, beliefs and backgrounds and strive to provide all children with positive self-images and values and to help them feel included.

TVAP promotes positive recognition, understanding, knowledge and celebration of differences.

Toys and equipment are chosen with the differing needs of the children in mind.

Displays will show and reflect a positive image towards the world in which we live.

Books are chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles in society.

Role Play areas will be changed regularly to show different cultures, races and the world around us.

All staff, volunteers and users will be expected to share this commitment.

### ***Review***

This policy will be reviewed at least annually or as required.

Last Review: 13.07.2021 (GW)