



## **Equality and Diversity**

We value diversity and are committed to providing equality of opportunity and anti-discriminatory practice for all people attending and involved with our Pre-School.

We aim to:-

- Provide a secure environment in which all children can flourish and in which all contributions are valued.
- Include and value the contribution of all staff and families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities.
- Improve our knowledge and understanding of issues of equality and diversity
- Make inclusion a thread which runs through all of the activities of the Pre-School.

**Procedures:**

### **Admissions**

- We are open to all members of the community.
- We provide information in clear, concise language, whether spoken or in written form in as many languages as possible on request.
- We base our admissions policy on a fair system.
- We do not discriminate and are an inclusive establishment.
- We ensure that all children can participate successfully in the services offered by Pre-School and in the curriculum offered.

### **Employment (responsibility of Pre-School Management Committee)**

- We advertise posts and all applicants are judged against explicit and fair criteria.
- The applicant whom best meets those criteria is offered the post, subject to references and DBS checks. This ensures the fairness of the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specification.
- We monitor the application process to ensure it is fair and accessible.

## **Training**

- We seek out training opportunities for our staff (and volunteers) to enable them to develop practices which enable all children to flourish.
- We have a designated Equality and Diversity Officer (Sam Taylor) and under their direction we continually review our practice to ensure that we are fully implementing our policy for equality and diversity.

## **Curriculum**

The curriculum offered in Pre-School promotes fundamental British Values as embedded within the EYFS and encourages children to develop positive attitudes to people who are different from themselves; it encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:-

- Making children feel valued and good about themselves.
- Ensuring children have equality of access to learning.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of our materials.
- Celebrating a wide range of festivals and cultures.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that the curriculum offered is inclusive.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

## **Valuing diversity in families**

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the Pre-School.
- We encourage parents to take part in the life of the Pre-School and to contribute.
- We offer a flexible and variable payment system for all families.
- For families who have a first language other than English, we value the contribution their culture and language offer.

## **Food**

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, cultural approaches to mealtimes and eating, and to respect the differences among them.

## **Meetings**

- Every effort is made to ensure any meetings involving parents, such as Committee meetings or meetings about a child's progress, are arranged to ensure that families can attend.
- Information about Committee meetings is communicated in a variety of ways, written and verbal, to ensure that all parents have information about access to meetings.

## **Legal Framework**

Our policy reflects current legislation including the Equality Act 2010 and the Counter-Terrorism and Security Act 2015 (section 26).

In addition the following policies support this Equality and Diversity policy:

Behaviour & Anti-Bullying

Complaints

Employment and Staffing

Health & Safety

Medication

Physical Activity

Safeguarding Children

Special Educational Needs