



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