

10. Equality and Diversity Policy

The Pre-school designated person responsible for compliance is: Alison Harvey

10.1 Statement of intent

Walton Under Five's Pre-school is committed to providing an equality of opportunity and anti-discriminatory practice for all children, families, staff and volunteers. The designated person is responsible for:-

1. Reporting and recording of discriminatory incidents
2. Ensuring action is taken within identified time scales
3. Identifying training and training needs
4. Develop monitoring and reviewing policies
5. Supporting staff and users to implement policy
6. Resources and materials that positively reflect diversity and are free from discrimination and stereotype

10.2 Aim

We aim to:-

1. Provide a secure environment in which all children can flourish and in which all contributions are valued.
2. Include and value the contribution of all families to our understanding of equality and diversity.
3. Provide positive non-stereotyping information about different ethnic groups and people with disabilities.
4. Improve our knowledge and understanding of issues of equality and diversity.

The legal framework for this policy is:

- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 2006
- Special Educational Needs and Disability Act 2001.
- Regard to the SEN Code of Practice
- Equality Act 2010 that all children with additional needs can participate fully and achieve their full potential (also refer to the **Policy 1. Additional Needs** for further information)

10.3 Employment

Posts are advertised and all applicants are judged against explicit and fair criteria. The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.

We monitor our application process to ensure that it is fair and accessible.

10.4 Training

We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish. We review our practices to ensure that we are fully implementing our policy for equality and diversity.

10.5 Curriculum

The curriculum offered in the Pre-School 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:

1. Making **all children** feel valued and good about themselves;
2. Ensuring that **all children** have equality of access to learning;
3. Reflecting the widest possible range of communities in the choice of resources;
4. Avoiding stereotypes or derogatory images in the selection of materials;
5. Celebrating a wide range of festivals;
6. Creating an environment of mutual respect and tolerance;
7. Helping children to understand that discriminatory behaviour and remarks are unacceptable.
8. Ensuring that the curriculum offered is inclusive of children with additional needs
9. Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.
10. Inappropriate attitudes will be challenged appropriately

10.6 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/carers to take part in the life of the pre-school and to contribute fully. For families who have a first language other than English, we value the contribution their culture and language offer. We try to take into consideration different financial needs and therefore request you speak to the Manager, in confidence if you are experiencing any financial difficulties or refer to **Policy 18. Payment of Fees**

10.7 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.

10.9 Meetings

Meetings are arranged to ensure that all families who wish to may be involved in the running of the Pre-School. Information about meetings is communicated in a variety of ways - written, verbal and whenever possible translated into different languages to ensure that all parents have information about access to the meetings.

10.10 Links to other policies, procedures and legislation:-

- Recruitment, Selection and Training
- Activity and curriculum development
- Policy 1. Additional Needs
- Policy 2. Admissions
- Policy 6. Care, Learning & Play
- Policy 25. Staff Development, Training & Employment

10.11 Training / Education

This policy forms part of the Induction Training of students, volunteers and employees.

This policy was reviewed and adopted at a meeting of Walton Under Fives Pre-School held in March 2018.

Signed (Pre School Leader) Date

Signed (Committee Chair) Date

File: Policies Master Documents / 10 Equality & Diversity

Induction Training