

## EQUALITY AND DIVERSITY – PROMOTING EQUAL OPPORTUNITIES POLICY

### POLICY STATEMENT

Our aim at St. Eval Preschool is to ensure that our service is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. Children grow up in diverse family structures.

We understand that certain factors affect the well-being of children and can impact on their learning and attainment. Our setting is committed to anti discriminatory practise to promote equality of opportunity and valuing diversity for all children and families.

We are committed to anti discriminatory practise to promote equality of opportunity and valuing diversity for all children and families within our setting. We aim to:

- Promote equality and value diversity within the service and foster good relations with the local community
- Actively include all families and value the positive contribution they make to our service
- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms
- Provide a secure and accessible environment in which every child feels safe and equally included
- Improve our knowledge and understanding of issues relating to anti discriminatory practice
- Challenge and eliminate discriminatory actions based on a protected characteristic as defined by the Equality Act 2010.

We will endeavour to ensure that no employee, applicant, volunteer, adult or child will suffer discrimination on the grounds of: age, gender, gender reassignment, marital status, pregnancy and maternity, race, disability, sexual orientation, religion or belief.

Where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportionate representation within the service or need different things from the service.

### Procedures – Admissions (*please see admissions policy*):

Our setting is open to all members of community. Displaying openly discriminatory and possibly offensive materials, name-calling, or threatening behaviour are unacceptable on, or around the premises and will be dealt with in the strongest manner.

### Procedures - Employment (*please say employment staffing and training policy*):

All members of staff and applicants to work at the preschool are considered against explicit and fair criteria.

## Training:

Our aim at St. Eval Preschool is to seek out training opportunities for staff and volunteers, to enable them to develop anti discriminatory and inclusive practises; this in turn enables all children to flourish. We review our practises to ensure that we are fully implementing our policies.

## Curriculum and Planning:

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self-esteem empathy critical thinking and reflection. We ensure that our practise is fully inclusive by:

- Creating an environment of mutual respect and tolerance
- Modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Positively reflecting the widest possible range of communities within resources
- Avoiding use of stereotypes or derogatory images within our books or any other visual materials
- Celebrating locally observed festivals and holy days
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning
- Ensuring that disabled children with and without special magical special educational needs are fully supported
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages

We will ensure that the environment is accessible as possible for all visitors and service users. We do this by:

- Undertaking an access audit to establish if the setting is accessible to all disabled children and adults. If access to the setting is found to treat disabled children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.
- Fully differentiating the environment, resources and curriculum to accommodate a wide range of learning, physical and sensory needs.

## Valuing Diversity and Families:

St. Eval Preschool welcomes the diversity of family lifestyles and work with all families; we encourage children to contribute stories of their everyday life to the setting. For families who speak languages in addition to English, we will develop means to ensure their full inclusion. We will endeavour to take positive action to encourage disadvantaged and underrepresented groups to use the setting.

We work in close partnership with parents to ensure that all dietary requirements of children that arise from medical, religious or cultural needs are met.

Meetings are arranged in order that all families who wish to be involved in the running of the setting can do so. We positively encourage all parents and carers to be involved in the setting, especially those who do not live with the child. Information about meetings and parent partnership can be communicated in a variety of ways to suit the needs of families.



All Policies to be reviewed annually.

### Acceptance of Policy

#### APPROVAL

Signature:

Name & Position:

Rachael Richards -  
Manager

Date:

#### AGREED

Signature:

Name & Position:

On behalf of the committee

Date:

#### Review Record

Reviewed by:

Position:

Date:

