

## VALUING DIVERSITY & PROMOTING EQUALITY POLICY

### Safeguarding & Welfare Requirements: Equal Opportunities

Providers must have and implement a policy and procedures, to promote equality of opportunity for children in their care, including support for children with special educational needs or disabilities.

### POLICY STATEMENT

Our aim at St Eval Pre-school 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 practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- Provide a secure and accessible environment in which all of our children can flourish and in which all contributions are considered and valued
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Challenge and eliminate discriminatory actions
- Make inclusion a thread that runs through all of the activities of the setting
- Foster good relations between all communities

### Procedures – Admissions (Please see: [Admissions Policy](#))

Our setting is open to all members of the community. Displaying of 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 see: [Employment, Staffing & Training Policy](#))

All members of staff and applicants to work at the Pre-school are judged against explicit and fair criteria.

### Training

Our aim at St Eval Pre-school is to seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, this in turn enables all children to flourish. We review our practices to ensure that we are fully implementing our policy for Valuing Diversity & Promoting Equality.

## Curriculum & Planning

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as people who are different to themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. The setting is as accessible as possible for all visitors and service users. 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.

## Valuing Diversity in Families

St Eval Pre-school 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 under-represented 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 fathers to be involved in the setting, especially those who do not live with the child. Information about meetings is communicated in a variety of ways.



This policy is reviewed annually, next review date: June

APPROVAL

Signature:

Name & Position: Rachael Richards -  
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Date:

AGREED

Signature:

Name & Position: On behalf of the  
Committee

Date:

