



EQUALITY AND DIVERSITY POLICY

Current Version 1.0

Equality and Diversity Policy

STATEMENT OF INTENT

Our Pre-school is committed to providing equality of opportunity and anti-discriminatory practise for all children and families.

AIM

We aim to:

- provide a secure environment in which all our children can flourish and in which all contributions are valued.
- include and value the contribution of all 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 an intrinsic part of life at St Andrew's Pre-school.

The legal framework for this policy is:

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1975; 1986
- Children Act 1989
- Special Educational Needs and Disability Act 2001
- Equal Pay Act 1970; 1984
- Education Act 1981; 1993
- Education Reform Act 1988
- Disability Discrimination Act 1995
- Equality Act 2010



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METHODS

Admissions

St Andrew's Pre-school is open to all members of the community:

- We advertise our service through our local Children's Centres, the FIS, on the RBC website link - local offer, local advertising and through referrals from Health Visitors and other Health Professionals.
- We provide information in clear, understandable language, whether in spoken or written form.
- We will provide information in other languages as required. We will use an interpreter, or have our information translated into the appropriate language.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability, or refuse a child entry to our Pre-school because of any disability.
- We ensure all parents are made aware of all our policies.
- We will develop individual action plans to ensure that people with special educational needs are able to participate successfully in all Pre-school activities and in the curriculum offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria will be 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.



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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.

Curriculum

The curriculum offered at St Andrew's 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 playing and exploring, active learning and creativity and critical thinking.

We do this by:

- Making children feel valued and good about themselves.
- Ensuring that 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 materials.
- Celebrating a wide range of festivals.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable (See Behaviour Management Policy).
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.



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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 while at Pre-school.
- We encourage parents/carers to take part in the life of St Andrew's 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. At St Andrew's Pre-school, we celebrate our different cultures by using a country relevant to our group as our topic from time to time
- We offer a flexible payment system for families of differing means.

Food

- 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 meal times and eating and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all families who wish to, may be involved in the running of the group.
- Information about meetings is communicated in a variety of ways - written, verbal, email and in translation - to ensure that all parents have information about access to the meetings.

COMPLAINTS PROCEDURE

Normal procedure would apply (see Complaints Policy and Procedure).