

Stanton Drew & Pensford Preschool & Forest Club

Equality & Diversity Policy

Statement of intent

Our setting is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We aim to:

Follow and implement the correct procedures according to the statutory framework;

- 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; develop consistent, cohesive and coherent inclusive practice throughout our setting.
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of the setting.

The **legal framework** for this policy is:

- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;

The children and family act (2014).

- Special Educational Needs code of practice;0 to 25 years (2015)
- The Equality Act 2010.

Methods

Admissions

Our setting is open to all members of the community.

Stanton Drew & Pensford Preschool & Forest Club

Equality & Diversity Policy

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equal opportunities policy.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents. Displaying of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

Our preschool will appoint the best person for the job advertised and will treat all applicants fairly. Implementing and committing to our equal opportunities policy will form part of the job description for all of our settings workers.

Training

Our Equal opportunities coordinator is Patricia Casado

We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.

- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Stanton Drew & Pensford Preschool & Forest Club

Equality & Diversity Policy

Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as 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;
- recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- positively reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- creating an environment of mutual respect and tolerance through our own British values. Here at Stanton Drew and Pensford preschool we have discussed and agreed our own personal values as a whole setting;
 - Democracy: making decisions together, for example giving opportunities to develop enquiring minds in an atmosphere where questions are valued.
 - Rule of law: understanding rules matter as cited in Personal Social and Emotional development for example collaborating with children to create rules and codes of behaviour such as tidying up, helping each other, listening to each other, careful walking and being kind
 - Individual liberty: freedom for all, for example reflecting on their differences and understanding we are free to have different opinions
 - Mutual respect and tolerance: treat others as you want to be treated, for example sharing and respecting others opinions.
 - Celebrating us all for having appreciation and respect for ourselves and others.

Stanton Drew & Pensford Preschool & Forest Club

Equality & Diversity Policy

- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.
- Making inclusion paramount, by encouraging positive role models through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.

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, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Stanton Drew & Pensford Preschool & Forest Club

Equality & Diversity Policy

Meetings

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

These policies and procedures were adopted at a committee meeting of Stanton Drew and Pensford Pre-school.

Held on (date)	Monitoring and reviewing
Date to be reviewed (date)	June 2023
Signed on behalf of the committee	
Name and role of signatory	
Signed on behalf of preschool	Melissa Diaz
Name and role of signatory	Preschool Leader