

ABC PRESCHOOL

Akeman Street Baptist Church, Akeman Street, Tring HP23 6AA : 07510 372073

EQUALITY AND DIVERSITY POLICY

Valuing diversity and promoting equality

Policy statement

We will ensure that our Preschool is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds and children grow up in diverse family structures. All families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. Some children have needs that arise from disability or impairment or may have parents that are affected by disability or impairment.

We understand that these 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 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 and 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; and
- foster good relations between all communities.

EYFS key themes and commitments –

| A Unique Child | Positive Relationships | Enabling Environments | Learning and Development |
|--|---|---|---------------------------------------|
| 1.2 Inclusive practice 1.3 Keeping safe | 2.1 Respecting each other 2.2 Parents as partners 2.3 Supporting learning 2.4 Key person | 3.2 Supporting every child 3.4 The wider context | 4.4 Areas of learning and development |

Procedures

Admissions

Our setting is open to all members of the community.

- 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 a protected characteristic as defined by the Equalities Act 2010. These are:

disability; race or caste; gender reassignment; religion or belief; sex; sexual orientation; age; pregnancy and maternity; and marriage and civil partnership.

- We do not discriminate against a child or parent with a disability or refuse a child entry to our setting for reasons relating to disability.
- We develop an action plan to ensure that people with impairments 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 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 available to us.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- We are committed to maintaining the Christian ethos of our preschool by employing a committed Christian as leader. Other staff must be willing to respect and work within the Christian ethos of our preschool. Within this framework we work towards offering equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice. We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We provide training opportunities for staff to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

The curriculum offered in the Preschool 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 and others;
- creating an environment of mutual respect and tolerance;
- ensuring that children have equality of access to learning;
- reflecting the widest possible range of communities in the choice of resources;
- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments;

- differentiating the curriculum to meet children's special educational needs;
- 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.

Access

Our environment is as accessible as possible for all visitors and service users. If access to the settings is found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families of our preschool, and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the preschool:

- Children and families who celebrate at home, festivals with which the rest of the preschool is not familiar, may be invited to share their festival with the rest of the group, if they themselves wish to do so.
- As a Christian preschool we will seek to celebrate festivals of the Christian faith and help children to appreciate and understand the relevance of them to their lives.

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 mothers, fathers and other 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.

Food

- We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met.
- We help children to learn about a range of food from different cultures.

Meetings

- Meetings are arranged to ensure that as many families as possible are able to attend.
- Information about meetings is communicated in a variety of ways to ensure that all parents have information about and access to the meetings.

Monitoring and reviewing

- To ensure our policies and procedures remain effective we will monitor and review them regularly to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure and a complaints summary record for parents to see.

Legal framework

- The Equality Act 2010
- Children Act 1989, 2004
- Special Educational Needs and Disability Act 2001