



Equality and Diversity Policy



**CULMSTOCK
PRE-SCHOOL
PLAYGROUP**

Promoting Equality and Diversity

Our pre-school is open to all children and families from all sections of the community and is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families using the pre-school and for all employees and volunteers involved in running the pre-school.

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, staff members and volunteers to our understanding of equality and diversity;
- 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 Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989; and
- Special Educational Needs and Disability Act 2001.

ADMISSIONS

Our setting is open to all members of the community.

We reflect the diversity of members of our society in our publicity and promotional materials. Our information is communicated in a clear way whether in spoken or written form. We provide information in as many languages as possible when required.

We base our admissions policy on a fair system. We ensure that all parents are made aware of our equal opportunities policy by being given the opportunity to read the operational plan, and that all staff and committee members are made aware through the induction process and policy reviews (SEF led).

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.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. All children are encouraged to develop positive attitudes about themselves as well as to people who are different from themselves. Staff encourage 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;
- ensuring that children have equality of access to learning;
- 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;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.

Resources

These will be chosen to give children a balanced view of the world and the appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children develop their self respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people. All resources positively reflect the widest possible range of communities. We avoid stereotypes or derogatory images in the selection of books or other visual materials.

Staffing and Employment

Culmstock Pre-School is an Equal Opportunities Employer, following the legal guidelines as outlined above, and the best practice advice as given by Devon County Council in all recruitment and employment related practices. This applies to both paid employment (staff members) and unpaid voluntary employment (e.g. parent and non-parent helpers and committee members).

We do not discriminate against persons seeking employment (paid or voluntary), or persons undertaking employment (paid or voluntary) with our pre-school on the basis of

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colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.

We do not discriminate against persons with a disability or refuse persons entry to our setting because of any disability.¹ 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 (paid and voluntary), parents or any other persons interacting with the pre-school. 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.

Our staff present important role models for the children and we aim to employ a team who represent our community, and who recognise equal opportunities for all. This applies to all aspects of the service delivery including management, employment practice and training.

The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Applicants will be judged against explicit and fair criteria. We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary 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 Criminal Records Bureau. This ensures fairness in the selection process. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Please refer to our recruitment policy for further details.

Training

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.

Discriminatory behaviour/remarks

These are unacceptable in the pre-school. The response will aim to be sensitive to the feelings of the victim(s) and to those responsible to understand and overcome their prejudices and understand that discriminatory behaviour and remarks are hurtful and unacceptable. We aim to create an environment of mutual respect and tolerance.

Families

The pre-school recognises that many different types of families successfully love and care for children. 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. They are encouraged to bring items from home to aid memories and stories.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and in the wider society as a whole. Children will be

encouraged to learn about a range of different festivals, cultures, and beliefs together with stories, customs, food and clothing they involve as part of the diversity of life.

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 eating, and to respect the differences among them. We involve families by encouraging families to bring snacks for the children on a rota basis, encouraging them to bring healthy foods that their family would eat. This introduces a wider range a food to all the children. All parents may be reimbursed for the healthy snack.

Language

Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and children are an asset. They will be valued and their languages recognised and respected in the pre-school. For families who speak languages in addition to English, we will develop means to ensure their full inclusion. The preschool will ensure that children learning English as an additional language have full access to the curriculum and are supported in their learning.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the pre-school. Meetings, dates and information are communicated in writing and verbally and arrangements can be made for translations where necessary.