

# Equality and Diversity Policy

## Statement of Intent

Haylands Puddleducks Pre-school and reception are committed to providing equality of opportunity and anti-discriminatory 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 contributions 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;

And

- Make inclusion a thread, which runs through all of the activities of the pre-school and reception.

The legal framework for this policy is:

- Disability and Equality Act 2010
- Sex Discrimination Act 1995
- Children Act 1989
- Special Educational Needs and Disability Act 2001
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006

## EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.1 Child Development	2.1 Respecting Each Other	3.1 Observation, Assessment and Planning	4.1 Play and Exploration
1.2 Inclusive Practice	2.2 Parents as partners	3.2 Supporting Every Child	4.2 Active Learning
1.3 Keeping Safe	2.3 Supporting Learning	3.3 The Learning Environment	4.3 Creativity and Critical Thinking
1.4 Health and well-being	2.4 Key Person	3.4 The Wider Context	4.4 Areas of Learning and Development

## Methods

### Admissions

Our pre-school is open to all members of the community.

- 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 written or spoken form.
- 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.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the pre-school and in the curriculum offered.

### Employment

- New full-time posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is 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.

### 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.

### Early Years Foundation Stage

The Early Years Foundation Stage offered in the pre-school/reception encourages children to develop positive attitudes to people who are different from them. 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;
- 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;
- Ensuring that the activities/experiences offered are inclusive of children with special educational needs and children with disabilities; and
- Ensuring that children whose first language is not English have full access to the Early Years Foundation Stage and are supported in their learning.

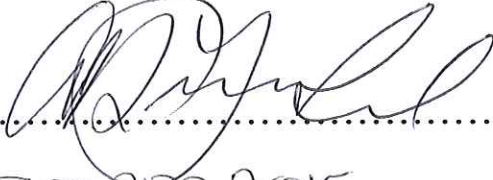
#### Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the pre-school and reception.
- We encourage parents/carers to take part in the life of the pre-school/reception and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of differing means.
- Communicate with parents/carers through, newsletters, pre-school-home contact books when needed, welcome pack, information evenings, consultations, notice boards, online learning journal, at mutually convenient time if any parent/carer wishes to meet with a staff member confidentially, also communicate with parents when dropping off and collecting children.

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

## Equality and Diversity Policy continued..

<b>Manager of Pre-school</b>
Signed..... R. Muband .....
Date..... 16. 12. 15 .....
<b>Governing Body</b>
Signed.....  .....
Date... 16 <sup>th</sup> DECEMBER 2015 .....
<b>Next Review Date October 2016</b>