



# Equality and Diversity Policy

## Colerne Preschool Ltd

### Aims

- As childcare providers, we have a duty to protect children and to keep them safe from harm. At all times, the welfare of the child is paramount (see our Safeguarding Children Policy).
- To provide equality of opportunity and anti-discriminatory practice for all children and families.
- To provide a secure environment in which all our children can flourish and in which all contributions are valued.
- To include and value the contribution of all families to our understanding of equality and diversity.
- To provide positive non-stereotyping information about different ethnic groups and people with disabilities.
- To improve our knowledge and understanding of issues of equality and diversity.
- To make inclusion a thread which runs through all of the activities of the Preschool.

### The legal framework for this policy: -

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children and Families Act 2014; and
- Special Educational Needs and Disability Code of Practice 0-25 years 2014.
- Prevent Duty 2015

### Procedures

#### Promoting inclusion

- Advertising widely across the community (Azimghur Barracks, Lexie's, Doctor's surgery, Post Office, Primary School and Village Magazine.)
- Trying to reflect the diversity of members of our society in our publicity and promotional materials.
- Providing information in clear, concise languages (where appropriate), whether in spoken or written form.
- Operating an open, fair and clearly communicated admissions procedure.
- Not discriminating against a child with a disability or refusing a child entry to our Preschool because of any disability within the limitations of the accommodation, staff training and confidence in catering for specific needs.
- Ensuring that all parents are made aware of this policy through its availability from Preschool.

## **Employment**

- Posts are advertised and all applicants are judged against explicit and fair criteria as part of the job description and person specification.
- 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 equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

## **Training and review**

We seek out training opportunities for staff and volunteers to enable them to develop practices that 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 in the Preschool 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 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 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.

## **Valuing Diversity in Families**

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their life into the Preschool.
- We encourage parents/carers to take part in the life of the Preschool and to contribute fully.
- For families who have a first language other than English, we value the contribution to their culture and language offer.
- We offer a flexible payment system for families of differing means.

Cross Reference:

Please also refer to: *Behavioural Management and Bullying Policy, Confidentiality Procedure, Curriculum Policy, Equipment and Resources Policy, Parental Involvement Policy, Safeguarding Children Policy, Special Educational Needs Policy, Staffing and Employment Policy, Whistleblowing Policy.*

This policy was adopted by Colerne Preschool in July 2021