



## Equality and Diversity Policy

This policy links closely with our SENCO Policy

Ditton Church Pre-School is committed to valuing diversity by supporting British Values and by providing equality of opportunity and anti-discriminatory practise for all children and families.

### Aims

- 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
- We are committed to meeting the individual needs of all children, in particular considering their ethnic heritage, religion, social and economic background, gender, ability or disability. (includes physical and learning difficulties and medical needs)
- Continually develop our knowledge and understanding of issues of anti-discriminatory practise, promoting equality and valuing diversity
- Make inclusion a thread that runs through all of the activities of the setting

The legal frameworks for these policies are:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1976;1986;
- Children Act 1989;2004;
- Special Education Needs Disability Act 2001;
- Childcare Act 2006;2016
- Education Act 1996;
- Equal Pay Act 1970;
- The Equality Act incorporating the Disability Discrimination Act (DDA)



- The Prevent Duty 2015

### **Admissions**

(Please see admissions policy)

- Our setting is open to all members of the community
- We advertise our service widely
- We provide information in clear, concise language, whether in spoken or written form
- We ensure that all parents are made aware of this Equality and Diversity 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 and 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 appropriately

### **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

### **Curriculum**

The curriculum offered in the setting encourages children to develop positive attitudes about themselves and others. 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 learning to respect and value each other



- 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
- 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
- Encouraging children to develop enquiring minds and collaborate together
- Including a wide range of festivals within our curriculum plans
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- Within the constraints of our physical environment we will ensure 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 that children speaking languages other than English are supported in the maintenance and development of their home languages

### **Valuing Diversity in Families**

On entry to Pre-School the key person will meet with parents/carers to discuss children's individual needs (see settling in policy).

Parents are provided with information on how children are supported at other transitions, such as into 'Rising Stars' sessions and moving on to a new setting. (please see 'Welcome to Rising Stars' booklet).

- We welcome the diversity of family lifestyles and work with all families
- We encourage children to contribute stories of their everyday lives and backgrounds 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



### **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
- See also 'food and drink' 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

### **Employment**

Ditton Church Pre-School is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability and are subject to references and checks by the DBS. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.



**Our Commitment**

- To create an environment in which individual differences and the contribution of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- Equality in the workplace is good management practice and makes sound business sense
- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings

**This policy was adopted by the:** Ditton Church Pre-School Management Committee

**Date:** January 2021

**Signed on behalf of the Management Committee:** .....

**Role of signatory:** Chair of Management Committee

**Next review date:** January 2022

