

Naunton Park Pre-School Playgroup



Equality and Diversity Policy

Statement of Intent

We ensure that at playgroup we are fully inclusive in meeting the needs of all children, particularly those that arise from their ethnicity, social and economic background, gender, ability or disability.

Our playgroup is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity 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 contribution 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.

The legal framework for this policy is:

- The Equality Act 2010;
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989; and
- Special Educational Needs and Disability Act 2001.

Methods

Admissions

Our playgroup is open to all members of the community.

- We advertise our service.
- We provide information in clear, concise language, whether in spoken or written form.
- We will provide information in other languages when necessary.
- We base our admissions policy on a fair system.
- We do not discriminate against any child with a disability or refuse a child entry to our pre-school because of any disability.
- We do not discriminate against a child or their family, or prevent entry to the playgroup, on the basis of for example race, ethnicity, religion, gender, family set up, or social background, such as being a member of a travelling community or an asylum seeker.
- We ensure that all parents are made aware of our equality and diversity policy.

- We will develop an action plan to ensure that children with disabilities can participate successfully in the services offered by the pre-school and in the curriculum offered.
- We will take action against any discriminatory behaviour by staff or parents. Our view is that this constitutes harassment and will be dealt with in the strongest manner.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all with relevant qualifications etc.
- 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.
- 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 anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that the playgroup staff are confident and fully trained in administering relevant medicines and performing invasive care procedures.
- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Curriculum and the environment

The curriculum offered in the playgroup 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;
- ensuring that children have equality of access to learning;
- recognising the different learning styles of boys and girls, making appropriate provision within the planning 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 materials;
- creating an environment of mutual respect and tolerance;
- differentiating the curriculum to meet children's special educational needs;
- 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; and
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

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 playgroup.

- We encourage parents/carers to take part in the life of the playgroup 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 and offer information regarding sources of financial support.

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.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the playgroup.
- Information about meetings is communicated in a variety of ways - written, verbal and in translation - to ensure that all parents have information about access to the meetings.

Monitoring and reviewing

- To ensure our policy and procedures remain effective we will monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.

This policy was adopted at a meeting of Naunton Park Pre-School Playgroup

Held on

Signed on behalf of the playgroup.....

Office.....

| To be reviewed | Reviewed by | Office | Signature | Date |
|----------------|---------------|-----------|---------------|----------|
| Jan 2024 | Lucy Champion | Secretary | Lucy Champion | 17/01/23 |
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Reviewed by Laura Threadgold March 2021