

EQUALITIES POLICY

Statement of intent

We will ensure that our setting is fully inclusive in meeting the needs of all children and their families.

At Greenmount Village Pre-School we believe that no child, individual or family should be excluded from the pre-schools activities on the grounds of age, gender, sexuality, class family status, means, disability, colour, ethnic origin, culture, religion or belief.

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We will have regard for the Prevent agenda and ensure that any concerns are reported to Bury Safeguarding Team.

Aim

We aim to:

- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people
- Improve our knowledge and understanding of anti-discriminatory practice, promoting equality and valuing diversity
- Make inclusion a thread that runs through all of the activities of the setting
- Monitor and review this policy on a regular basis or when legislation requires us to
- Safeguard good practices to ensure equal respect and opportunities

The legal framework for this policy is:

- The Equality Act 2010
- The Disability Discrimination Act (DDA) 1995,2005
- Race Relations Act 1975
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1976, 1986
- Children's Act 1989, 2004, 2006
- Special Educational Needs and Disability Act 2014
- UN Convention on the Rights of the Child 1998
- Early Years Foundation stage 2017
- The Counter-Terrorism and Security Act 2015
- FGM Act 2003

Method

Hayley Fisher in her position as pre-school leader oversees the implementation of Equalities and relevant policies. In this role she ensuring current legislation is adhered to within the setting. We monitor and review our practices to ensure that we are promoting equality, valuing diversity and inclusion. We will work with Bury Early Years Team to ensure equality and inclusion in our setting.

In order to meet our legal duties, promote equality and inclusion in our setting and value diversity we follow these procedures:

Admissions

- The pre-school is open to every family in the community and beyond. The waiting list is operated in age order. However, each child and family's individual circumstances will be taken into account when allocating places.
- 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 spoken or written form. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in pre-school
- We aim to provide information in as many languages as possible – help will be sought from Bury Early Years Team if necessary.
- We base our admissions policy on a fair system
- We ensure that all parents are made aware of our equalities policy and all other relevant policies
- 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 disabled child or refuse a child entry to our setting for reasons relating to disability
- We develop an action plan to ensure that all individuals can participate successfully in the services offered by the setting
- We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner
- Pre-school recognises that many different types of family successfully love and care for children
- Pre-school offers a flexible payment system for families with different means

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
- We may use exemption clauses in relevant legislation to enable the setting 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 Disclosure and Barring Services. This ensures fairness in the selection process.
- All job descriptions include a commitment to valuing equality and recognising and respecting 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 all staff are confident and fully trained in administering relevant medicines.

Curriculum and environment

- 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. Opportunities will be given for children to explore, acknowledge and value similarities and differences between themselves and others.
- Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.
- Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.
- Our setting is accessible for all visitors and service users.

Communication with parents/carers

- Pre-school conduct regular meetings to ensure that all families have an equal opportunity to be involved in the running of pre-school. Information about meetings is communicated in a variety of ways – written and verbal to ensure that all parents have information about and access to the meetings.
- We provide a complaints procedure.

Valuing diversity in families

- 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
- 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.

Specific Needs

- Our pre-school recognises the wide range of specific needs of children and families in their community and will support them in our setting. If required we will contact outside agencies to ensure we can provide equipment, support and advice relevant to the family's needs (refer also to Specific Needs Policy.)

Food

- Pre-school will endeavour to meet medical, cultural and dietary needs of children wherever possible. 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.