



Whiteley Preschool Equality and Diversity Policy

It is our commitment to provide equal opportunities and anti-discrimination practice for everyone who enters our doors at Whiteley Preschool. This policy is to be read in conjunction with the British Values policy.

Legislation for this policy:

- Race Relations Act 1976, amendment 2000
- Children Act 2006
- The Equality Act 2010
- Special Educational Needs and Disability Act 2001
- Children and Families Act 2014
- The Special Educational Needs and Disability Regulations 2014
- Statutory framework for the EYFS 2017
- Counter-Terrorism and Security Act 2015

Following the relevant legislation, we aim to provide a secure learning environment for all the children where they can flourish and in which contributions are cherished. In our understanding of equality and diversity and our aspiration of inclusion we will embrace all families, providing a non-stereotypical approach to different ethnic groups and people with disabilities. We include and value the contribution of all families to our understanding of equality and diversity, through British Values, through respect and valuing other cultures, opinions and ideas

The following policies can be read in conjunction with this policy, admission, staffing and employment policy, SEND policy and Inclusion Policy, British Values policy

Training

- We aim to improve our knowledge and understanding of issues of equality and diversity. This is done through in-house training to enable staff to support all children to flourish.
- We aim to Improve our knowledge and understanding of issues of equality and diversity.
- We ensure that staff are confident and trained in administering relevant medicines and performing invasive care procedures.

Curriculum

The curriculum offered in the setting 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. The environment is accessible for all visitors and service users. Reasonable adjustments have been made to accommodate the needs of disabled children and adults.

We do this by:

To ensure the individual needs of the children are met we:

- Make all children feel good about themselves.
- Ensure curriculum plans give all children equal access to learning.
- Reflect as many different communities in the choice of resources.
- Avoid stereotypes and negative images.
- Celebrate different cultures and festivals.
- Create an environment of shared respect and patience.
- Create an environment where discriminatory behaviour and remarks are unacceptable.
- Make sure that all the curriculum planning includes and supports children with special educational needs, disabilities and English as an additional language.
- Have a dedicated SENDCo who supports individual children's needs and supports children who have English as an additional language.
- Setting manager and SENDCo to meet on a regular basis to discuss SEN children's progress and individual needs. See SEN Policy.
- Manager monitors all children's progress through the progress matters recording forms and PRAMS.
- Have positive images of all children attend the setting.
- Adjustments to the setting will be made, where possible, to the environment and resources to meet the needs of individual children.
- Manager and SENDCo to constantly be aware of practices by staff and the continuous provision resources to enable monitoring of inclusive practices.
- Listen to the children.
- Engage children with planning.
- Plan for each individual child's needs.
- Provide settling in sessions where the practitioner can talk with the parent and assess if there are any immediate additional needs.
- Have good transitions to the setting and to other settings such as school (see the transition policy).
- Resources which encourage listening to each other, taking turns and cooperative play.

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 preschool
- We encourage parents/ carers to take part in the life of the preschool and to contribute fully
- For families who have English as an additional language, we value the contribution their culture and language can offer

Food

- We work with parents to make sure that the medical, cultural and dietary needs of their children are met.

- We help children to learn about a range of food and cultural approaches to meal times and eating and to respect the differences between them.
- We celebrate and provide experiences for the children to try food from different cultures.

How inappropriate attitudes and practices will be challenged

All staff have a thorough induction where staff are informed of the appropriate attitudes Whiteley Preschool has to equality. All staff are encouraged to review and reflect on their own and other practices. The manager fosters a reflective environment; therefore, all staff are encouraged to communicate to each other if they have any concerns. Staff have time when they can speak to the manager alone and can request to do so at any time. If the manager is made aware of inappropriate attitudes or practices the member of staff or parent, in the first instance, will be reminded of what is acceptable practice. Each situation will be dealt with on an individual basis and where necessary the disciplinary procedure will be followed. Discriminating against children, parents or staff will not be tolerated and may be treated as gross misconduct.

Monitoring and reviewing

- To ensure our policy and procedures remain effective we follow the Early Years Foundation Stage (EYFS) statutory guidance and review our policies annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure for anyone who anyone who wishes to address issues further.
- Policies are reviewed annually to ensure we are implementing equality and diversity. Input from parents / carers as to how we may improve our policies is always positively welcomed.

Meetings

The preschool holds an AGM in October and regular open weeks are advertised on the preschool website – www.whiteleypreschool.co.uk, notice boards and in newsletters. This ensures that users of the preschool have the opportunity to be involved and informed about the preschool

Local offer

A local offer is in place which will help parents decide which is the right setting for their family needs. The local offer is updated when necessary and the preschool welcome and enquiries and questions about what the preschool can offer a family to help them make their decision.

This policy was adopted on: 09th July 2014

Reviewed on: 28th Feb 2019

Signed.....Chairperson

