

Policy Name	Equality & Diversity
Date Issued	January 2012
Author / Owner	Hagbourne Pre-School

Statement of Intent

Our Pre-school is committed to providing equality of opportunity and anti-discriminatory practice 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

Method

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria
- 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.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices, which 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 Pre-school 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, traditions and community celebrations
- Ensuring that the curriculum offered is inclusive of children with special educational needs, children with disabilities, and ensuring that those 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 everyday life into the Pre-school
- We encourage parents/carers to take part in the life of the Pre-school and to contribute fully
- For families who have a first language other than English, we value the contribution their culture and language can offer

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

Meetings

- Families who wish to be involved in the running of the Pre-school are welcome to join committee meetings or can speak to a committee member for more information.

Information about meetings is communicated in a variety of ways – written, verbal and in translation if necessary – to ensure that all parents have information about access to the meetings.

This policy was reviewed and updated (where required) on ___17th January 2024_____ (date)

Reviewed/updated by _____ Sophie Garland _____ (Chairperson)

Reviewed/Updated by _____ Sheila Bayliss _____ (Manager)