



## EQUAL OPPORTUNITIES & VALUING DIVERSITY POLICY

Swallows Pre-school and Stawley Under Fives are open to all members of society and as such are committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children, families and staff.

### **We aim to:**

- provide a secure environment in which all our children, staff and families 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 and resources about gender roles, diverse ethnic and cultural groups and people with disabilities;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of the setting.

The legal framework for this policy is:

- Children Act 1989
- Equality Diversity 2010
- Special Educational Needs and Disability Act 2001.

We do not discriminate on the grounds of race, ethnicity, gender, sexual orientation, age, gender, ability or disability, or socio-economic background.

We have a named Equal Opportunities Co-ordinator (ENCO) who is responsible for ensuring the Equal Opportunity Policy is implemented and monitored ensuring:

- Staff receive up-to-date training on Equal Opportunities where necessary
- The Equal Opportunities are consistent with legislation
- The ENCO is responsible for ensuring the Equality of opportunity policy is fully put into practice.
- The ENCO's name is given to prospective and current parents.
- Appropriate action is taken wherever discrimination becomes apparent.

Our ENCO is **Jacqui Collier**

We positively include and value diversity through our activities and teaching.

We encourage children to share experiences of their family lives.



We support families who use English as an additional language and will do all we can to ensure inclusion.

We encourage parents/guardians to fully participate in the setting, and will challenge barriers to inclusion.

We are committed to the provision of an inclusive setting. We will make all reasonable alterations to ensure the setting is accessible to all children and parents.

Any display of discriminatory behaviour will not be tolerated and will be dealt with in the strongest manner.

The section on Bullying and Hurtful behaviour in our Achieving Positive Behaviour Policy describes how we will deal with discriminatory behaviour.

We will constantly strive to improve inclusion within our setting.

Any child identified as having additional needs or learning difficulties/disabilities will receive appropriate support from the setting's staff and other professionals to ensure their needs are met.

**To ensure equality of opportunity for admissions:**

- We advertise our service widely and endeavour to remove obstacles for participation.
- 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.
- We provide information in as many ways as possible.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equal opportunities policy by including it in their Contract pack, making it available online, providing copies on disc and having a written copy available in the setting.
- 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 or refuse a child entry to our setting because of any disability.
- 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 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.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. 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 anti-discriminatory and inclusive practices, which enable all children, staff and families 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 settings encourages children to develop positive attitudes about themselves as well as to people who are different from themselves.

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 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 people, backgrounds, lifestyles, abilities and religions in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of books or other materials;
- celebrating a wide range of festivals and events;
- creating an environment of mutual respect and tolerance for all;
- helping children and staff to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring 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



- 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 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.
- 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, and of cultural approaches to mealtimes and eating, and to respect the differences among them.