



Registered Charity No 1035670

## Equality and Diversity Policy

This is Beckley Preschool's policy on equality and diversity.

### Statement of intent

We are committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

We actively encourage an anti-racist environment. Early childhood is an important time for developing awareness and adults have a responsibility to encourage positive racial attitudes.

We recognise the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs.

### 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 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;
- make inclusion a thread that runs through all of the activities of the setting.

### Methods

#### Admissions

Our setting is open to all members of the community.

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.

We base our admissions policy on a fair system.

We ensure that all parents are made aware of our equal opportunities policy.

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.

We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.

We endeavour 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.

#### 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.

All job descriptions include a commitment to equality and diversity as part of their specifications.

Beckley Preschool The Village Centre Main Street Beckley TN31 6RN 01797 260582

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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.

### **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.

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 communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- introducing a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are hurtful.
- 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;
- 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.

### **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.

### **Meetings**

Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.

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

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This policy was adopted by the Management Committee of Beckley Preschool on 22<sup>nd</sup> May 2008.

It was reviewed and updated on 8<sup>th</sup> November 2021.

Signed on behalf of the management committee:

Name of signatory:

Role of signatory: