

ABBEY PRESCHOOL



Inclusion, Equality and Diversity Policy

Our pre-school is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and their families. We aim to provide an environment where everyone is welcome and the contributions of all families are included and valued, whilst preparing children for life in a culturally diverse society. We believe that no child, individual or family should be excluded from the pre-school's activities on the grounds of age, gender, sexuality, class, family status, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help in our pre-school have an equal chance to do so. We are working in line with the 'Equality Act 2010'.

Admissions

The pre-school is open to every family in the community. The waiting list is operated on as fair a system as possible: see admissions policy. Families joining the group are fully aware of its inclusion policy.

Employment

The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief. Implementing the inclusion, equality and diversity policy will form part of everyone's job description.

Families

The pre-school recognises that many different types of families successfully love and care for their children and we welcome the diversity of family lifestyles. We encourage the children and their families to contribute stories of their everyday life to the pre-school and to record them in their 'learning journeys'. Meetings are arranged to ensure that all families who wish to may be involved in the running of the pre-school. The pre-school offers a flexible payment system for families with differing means.

The Curriculum

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 to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources and Activities

These will be chosen to give the children a balanced view of the world and an appreciation of the rich diversity of our multi cultural 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.

Special Needs

The pre-school recognises the wide range of special needs of children and families in their community, and will consider what part it will play in meeting these needs.

Planning for pre-school meetings and events will take into account the needs of people with disabilities.

Discriminatory Behaviour/Remarks

These are unacceptable in the pre-school.

The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Language

Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset and they will be valued and their languages recognised and respected at pre-school.

Food

Medical, cultural and dietary needs will be met.

This policy should be read in conjunction with our other policies and procedures such as ‘complaints’ and ‘behaviour management’.

The member of staff at Abbey Pre-school who is responsible for ‘inclusion, equality and diversity’ is **Chloe Coulson**.

Signed..... (Manager) Dated.....

Signed..... (Chairperson) Dated.....

Date of next review.....