

Equality and Diversity Policy and Procedures

Stalbridge Pre-School aims to promote a setting that welcomes all children and their families and all adults committed to their welfare, to enable us to achieve this we will:

Relevant Legislation:

Work in accordance with existing legislation such as:

- Equalities Act 2010
- Children Act 1989
- Disability Act and the DfEE SEND code of practice 2014

Children and Families:

- Acknowledge and value equally each child's individual stage, educational needs, medical needs, culture, religion, language and background, ensuring all children are given the same opportunities and ask that parents/carers through the registration process make us aware of any religious, cultural, dietary or educational needs that we must have regard for.
- Promote the **Fundamental British Values** of Democracy, Liberty, Rule of Law, Mutual Respect and Tolerance, all of which are firmly embedded in the 2014 Early Years Foundation Stage and will be promoted through:
 - **Democracy:** Sharing, turn taking, valuing each other's views and having their views, ideas and questions valued, exploring feelings, making decisions together and collaborating with each other.
 - **Individual Liberty:** Promoting self-knowledge and self-esteem, confidence in own abilities, accepting different opinions, learning about responsibility, making choices, taking risks and talking about experiences.
 - **Rule of Law:** Understanding and respecting the reasons for boundaries, learning right from wrong, collaborating, creating and following rules of behaviour, understanding that rules apply to all and understanding that the actions of themselves and others have consequences.
 - **Mutual Respect and Tolerance:** Forming relationships, gaining a tolerance and respect of their own and others views, races, cultures and faiths, learning about similarities and differences, sharing and discussing practices, communities, celebrations and traditions, gaining an understanding of the need for tolerant behaviour through sharing and respecting opinions, value diversity and challenge gender, culture and racial stereotyping.
- Actively seek to promote equal opportunities through planned activities and resources offered, giving children opportunities to explore, acknowledge and value similarities and differences between themselves and others.
- Positively challenge stereotyping in any form and any forms of discrimination.
- Arrange flexible payment schemes when required.
- Allocate places fairly and not on a first come first served basis (see admissions policy)
- Make parents aware of our Equal Opportunities policy when joining the pre-school.
- Arrange meetings at times and venues to enable access by all parents/carers.

Employment:

- Make posts within the pre-school available to everyone, ensuring that all applicants are treated equally (having regard for the 'Rehabilitation of Offenders Act 1974')
- Ensure that the recruitment process is fair to all.
- Ensure that all adults whether employees, students or volunteers have an awareness of and regard for the Equal Opportunities Policy.

Staffing:

- Value all staff and give them opportunities to express their views.
- Given the same opportunities with regard to continuous professional development and supported with the training choices they make.
- Ensure that staff have access to this and all policies.

Please cross reference to the following policies: Safeguarding, Staffing & Employment, Admissions, Special Educational Needs and Disabilities (SEND), Whistle Blowing, Parental Involvement and Fees.

This policy was adopted at a committee meeting on: 12.10.15

Signed:

Role:

Signed:

Role:

