

EQUALITY AND DIVERSITY POLICY



Statement of Intent

Sunny Sandcastles is committed to providing equality of opportunity and anti-discriminatory practise for all children and families. We are committed to safeguarding and promoting the welfare of children, young people and adults at all times and expect everyone working within the setting to share this commitment.

We aim to:

- Provide a secure environment in which all children can flourish and thrive and in which all contributions are cherished.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Improve our knowledge and understanding of issues of equality and diversity.
- Make inclusion a thread which runs through all of the activities of the Pre-School.
- Provide positive, non-stereotyping information about different ethnic groups and people with disabilities.

The legal framework for this policy is:

Race Relations Act 1976

Race Relations Amendment Act 2000

Sex Discrimination Act 1976,1986

Children Act 1989 and 2004,2006

The Equality Act 2006

Disability Discrimination Act (DDA) 1995,2005

Special Educational Needs and Disability Act 2001

Methods:

Our pre-school is open to all members of the community. We advertise our service widely and reflect the diversity of members of our society in our publicity and promotional materials. We provide clear information in a clear and concise language, whether in written or spoken form.

We welcome children from all backgrounds and cultures and never discriminate against a child or their families. We do not discriminate against a child with a disability or refuse a child entry to our nursery because of any disability. We are unprejudiced to diversity in individuals both children and adults, and therefore all types of person may participate in an appropriate manner in our Pre-School.

Employment

Applicants are welcome from all backgrounds and posts are open to all.

The applicant whom best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This is in accordance with government requirements. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications. We will monitor our application process to ensure that it is fair and accessible.

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. Our environment is as accessible as possible for all visitors and service users. If access to the setting is found to treat children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.

We will do this by:

- Making the children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.

- Making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
- Making appropriate provision within the curriculum to ensure that each child receives the widest possible opportunity to develop their skills and abilities, eg. recognising the different learning styles of boys and girls, if they use schemas, what their interests are.
- Differentiating the curriculum to meet children's special education needs.
- 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.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are 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 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 nursery. We encourage parents/carers to take part in the life of the nursery and to contribute fully. For families who speak languages in addition to English, we will develop a means to ensure their full inclusion.

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, cultural approach to snack time and eating and respect the differences among them.