

EQUAL OPPORTUNITY POLICY

The Pre-school works in accordance with the Equality Act 2010 and the SEN (D) Code of practice 2014. We welcome all children and their families whatever their individual needs and believe in providing an inclusive setting.

We aim to promote equality of opportunity and to eliminate discriminatory through the following ways:

Families

- Acknowledging the wide variety of family groups and offering support to all.

Cultural Diversity/Festivals

- Being aware and respectful of all the major events in the lives of the children and their families who attend the group.
- Researching and bringing the children's attention to the variety of cultures in our world.
- Inviting families to share their festivals with the group should they wish to.
- Familiarising the children to a wide range of stories, foods and clothing where possible celebrations or festivals which show the diversity of the world around them.
- Be aware and respectful of the diversity of religions of children and their families attending the group.
- Our named ENCO (Louise Kendrick) will monitor and evaluate the effectiveness of inclusive practice that promotes and values diversity and difference within the setting

Resources

- Providing resources which;
- Show a balanced view of the world and the diversity of our multi-cultural society.
- Avoid stereotypes
- Are age appropriate
- Reflect positively the contribution of all members of our society

The Curriculum

Cultural capital is the essential knowledge that children need to prepare for their future success. It is about giving children the best possible start to their early education by using the EYFS to enhance their experiences and opportunities particularly the most disadvantaged.

- We recognise that children develop at their own pace. For this reason, the curriculum will be planned to encourage all children to join in activities to ensure they fulfil their individual potential.
- We will ensure that all children experience the awe and wonder of the world in which they live through the seven areas of learning.
- Respecting children's individuality.
- Valuing and nurturing all children who attend the group.
- Providing opportunities to explore similarities and differences between themselves and others.
- Differentiating activities so that they are accessible to all children ensuring that individuals experience success and gain confidence

Disabilities/Special Educational Needs

- Acknowledging that children have a wide range of physical and educational needs and with parents considering how we can meet those needs as they arise.
- Taking children's individual needs into account when planning activities.
- Working in liaison with relevant professionals and agencies outside the group to meet children's specific needs
- Parental consent will be obtained before contacting another professional
- Our named SENCO (Donna Roberts) attends regular training. She is responsible for the day to day provision of education for children with additional needs and will support staff, parents and children in ensuring that the needs of the children are being included in all aspects of planning and practice.

Discriminatory Behaviour/Remarks

- Challenging immediately any discriminatory language, behaviour or remarks by children or adults who come into our group.
- Supporting the victims of such prejudices.
- Helping adults and children to overcome their prejudices and understand that such behaviour/remarks are not acceptable.

Language

- Communicating basic information in as many languages as are necessary and possible.
- Encouraging bilingual adults to speak to their children in their first language at home
- Valuing and respecting parents/carers who have English as a second or additional language.

Food

- Meeting the needs of children's medical, cultural and dietary requirements with the partnership of parents/carers.

Meetings

- Ensuring that all families have an equal opportunity to attend meetings by making every effort to find a time and place which will suit the majority of parents/carers attending.

Equal Opportunities Co-ordinator: Louise Kendrick
Special Educational Needs Co-ordinator: Donna Roberts

This policy was adopted at a meeting of the pre-school held on 08.10.18

Signed on behalf of the pre-school *Gary Cox*

Revised: 05.10.10, 22.08.11, 30.08.12, 25.08.14, 31.08.15, 29.11.15, 12.01.16, 04.08.16, 30.08.17, 12.08.18, 08.08.19