

Equality and Diversity

Statement of intent

It is our intention at Alderton Acorns preschool to value diversity by providing equality of opportunity and anti discriminatory practice for all children and families.

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.
- Staff are aware of the GCB Safeguarding Children Handbook, section 3.4 Preventing abuse and what to do if they have any concerns.

Method

Admissions

Our setting is open to all members of the community.

- We advertise our service widely.
- 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, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We 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.
- 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.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.
- We ensure that all staff are able to participate on at least one study day of their choice and interest every year.

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;
- celebrating and recognising the differences in children and 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;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- 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 information about any funding for those parents unable to contribute financially to the session. Should a member of the group apply for funding, confidentiality will be strictly maintained by both parties at all times. The preschool leader, chair and treasurer need only know the name and details of the application.

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

- Termly meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.
- Parents/carers are encouraged to attend the meetings and to be involved with the fundraising activities.