**Statement of Intent**

Our Pre-school is committed to providing equality of opportunity and anti-discriminatory practices for all our 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 different age groups, different ethnic groups and people with disabilities
* Improve our knowledge and understanding of issues of equality and diversity; and
* Make inclusion a thread which runs through all of the activities of the pre-school

The legal framework of this policy is:

* Race Relations Act 1976
* Race Relations Amendment Act 2000
* Sex Discrimination Act 1986
* Children Act 1989
* Special Educational Needs and Disability Act 2001
* Employment Equality (Religion & Belief) Regulations 2003
* Employment Equality (Sexual Orientation) Regulations 2003
* Employment Equality (Age) Regulations 2006

**Methods**

Admissions

Our pre-school is open to all members of the community.

* We advertise our services widely
* We reflect the diversity of members of our society in our publicity and promotional materials
* We provide information in clear, concise language, whether in spoken or written form
* We provide information in as many languages as possible
* We base our admissions policy on a fair system
* We do not discriminate against a child with a disability or refuse a child entry to our pre-school because of any disability
* We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by our pre-school and in the curriculum offered

Employment

* Posts are advertised and all applicants are judged against explicit and fair criteria
* The applicant who best meets the criteria is offered the post, subject to references and checks by the DBS (disclosure and barring service) . 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 seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish
* We review our practises to ensure that we are fully implementing our policy for equality and diversity

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 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
* 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; and
* Ensuring that children whose first language is not English have full access to the curriculum and 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 pre-school
* We encourage parents/carers to take part in the life of the pre-school and to contribute fully
* For families who have a first language other than English, we value the contribution their culture and language offer
* We offer a flexible payment system for families of differing means

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 approaches to mealtimes and eating and respect the differences among them

Meetings

* Meetings are arranged to ensure that all families who wish to may be involved in the running of the pre-school
* Information about meetings is communicated in a variety of ways – written, verbal and in translation – to ensure that all parents have information about access to the meetings

This policy was adopted by the committee at a meeting of TreeHouse Pre-school

Held on (date) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed on behalf of the committee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This policy was adopted by all staff

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