

Equality of Opportunity

Valuing Diversity and Promoting Equality

Unique Child

- 1.2 Inclusion Practice
- 1.3 Keeping Safe

Positive Relationships

- 2.1 Respecting Each Other
- 2.2 Parents as Partners
- 2.3 Supporting Learning
- 2.4 Key Person

Enabling Environment

- 3.2 Supporting Every Child
- 3.4 The Wider Context

Learning Development

- 4.4 Areas of Learning and Development

Haddenham Puddleducks Pre-school is committed to providing an anti-discriminatory environment where every child, family, employee volunteer and visitor who attends feels welcomed, valued and included. To help us achieve an inclusive environment, free from prejudice and discrimination members of the team:

- Attend regular, relevant training to keep up to date with all equal opportunities issues and legislation, implementing information gained into policy and practice. Ensure the team and committee are provided with all up to date information and work in accordance with this.
- Collate all Equal Opportunity literature and information, which is easily accessible.
- Liaise with other professionals to seek advice, borrow resources and equipment to ensure Haddenham Puddleducks Pre-school reflects diversity and cultural awareness in a positive, proactive manner.
- To be available to discuss any issues that may arise for children, families or team members within the pre-school.

We believe that our pre-school should be open to all children and families. We aim to ensure that all who wish to be part of, work within, or volunteer to help within the pre-school are treated with equal respect and concern. The following sections will explain how this is achieved during different aspects of our practice.

Admissions

Haddenham Puddleducks Pre-school is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of our society in our publicity and promotional materials.
- 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 Haddenham Puddleducks Pre-school, on the basis of colour, ethnicity, religion or social background.
- We do not discriminate against a child with a disability or refuse a child entry to Haddenham Puddleducks Pre-school for reason relating to disability.
- We ensure wherever possible that we have a balanced intake of boys and girls in Haddenham Puddleducks Pre-school.
- We take action against any discriminatory behaviour by our team or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

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. We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.

The applicant who best meets the criteria is offered the post, subject to references and DBS checks. This ensures fairness in the selection process.

All job descriptions include a commitment to promoting equality and recognising and respecting 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 our team and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.

- We ensure that our team are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion

Curriculum

The curriculum offered in Haddenham Puddleducks Pre-school encourages children to develop positive attitudes about themselves as well as to people who are different from themselves.

Our environment is as accessible as possible for all visitors and service users. If access to Haddenham Puddleducks Pre-school is found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults. We do this by:

- ensuring that children have equality of access to learning;*
- when necessary 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 each child receives the widest opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;*
- positively reflecting the widest range of communities in the choice of resources;*
- celebrating a wide range of festivals;*
- differentiating the curriculum to meet children’s special educational needs;*
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning and that children with English as a second language are supported in the maintenance of their home languages.*

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.*
- We encourage parents/carers to take part in the life of Haddenham Puddleducks Pre-school and to contribute fully.*
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.*
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.*

This policy was adopted at a meeting after the AGM of Haddenham Puddleducks Pre-school held in February 2020

Signed on behalf of Haddenham Puddleducks Pre-school by