

## Valuing and Promoting Equality, Diversity and Inclusion

Bierton Pre School is committed to anti-discriminatory practice for all children and families. We respect and value the diversity which exists in the wider community. We are committed to ensuring respect for all and preparing all children for life in a diverse society.

We take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (this includes ethnic or national origins, colour and nationality) religion or belief, sex or sexual orientation will not be tolerated.

A commitment to implementing this policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the Pre School Manager, Deputy Manager or Chair Person at the earliest opportunity.

The legal framework for this policy is based on:

The Equality Act 2010

Children Act 2004

Special Educational Needs and Disability Act 2001

### **Bierton Pre School management and staff are committed to:**

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. In this respect, the Pre School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (this includes ethnic or national origins, colour and nationality) religion or belief, sex, or sexual orientation which cannot be justified as being necessary for the safe and effective performance of their work or training.
- Providing a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the Pre School's ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps, (wherever possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media for all children and their families.
- Providing a secure environment in which all our children can flourish and all contributions are valued.
- Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity.
- Providing positive non-stereotypical information about different ethnic groups, lifestyle choices and people with learning difficulties and/or disabilities.
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity.
- Regularly reviewing childcare practice to ensure the policy is effective and practices are non-discriminatory.
- Making inclusion a thread which runs through the entirety of the Pre School, by encouraging positive role models through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour.

## **Admissions/service provision**

The Pre School is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.

The Pre School will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

## **Recruitment**

All members of the selection group will be committed to the inclusive practice set out in this policy and will have received appropriate training in this regard.

Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent.

At interview, no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates can be given feedback on the reasons why they were not successful, if requested and up to 6 weeks after the date of notification.

## **Staff**

It is the policy of Bierton Pre School not to discriminate, whether directly or indirectly in the treatment of others. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equality and inclusion training.

## **Training**

The Pre School recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. The Pre School will provide inclusion, equality and diversity training for all staff as part of continuous personal development.

## **Curriculum**

The curriculum offered by the Pre School encourages children to develop positive attitudes to people who are different from them. 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 all children have equal access to early learning and play opportunities.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypical or derogatory images in the selection of materials.
- Acknowledging and celebrating a wide range of religions and festivals.
- Creating an environment of mutual respect and empathy.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.

- Ensuring that the curriculum offered is inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

This policy was adopted by the Bierton Pre School Committee

Date: **11th April 2018**

Signed:.....

Name: **SARAH HORNE**

Role of signatory: **CHAIR PERSON**

Signed, all staff: