**EQUALITY AND DIVERSITY POLICY**

**This policy should be read in conjunction with: Data Collection Policy, Admissions Policy, Safe Recruitment Policy, Safeguarding Children, The Performance Management Policy, Health and Safety Policy, Code of Conduct for parents and carers, and EYFS April 2021 all of which sets out the frameworks for supporting the wellbeing of staff.**

Patcham Village Pre-school is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

We aim to:

* Provide a secure environment in which all 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-stereotypical information about different ethnic groups and people with disabilities
* Improve our knowledge and understanding of issues of equality and diversity through relevant training in and out of house.
* Ensure inclusion is embedded throughout practice and provision at Patcham Village Pre-school.
* Actively promote the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. See British Values Policy.

The legal framework for this policy is:

* Statutory Framework for the Early Years Foundation Stage 2021
* Childcare Act 2006
* Children Act 1989, 2004 and 2006
* Disability Discrimination Act 2005
* Special Educational Needs and Disability Act *2001.*
* Race Relations Amendment Act *2000;*
* Sex Discrimination Act 1986;
* Race Relations Act 1976.
* Equality Act 2010

**Methods**

*Admissions*

Patcham Village Pre-school welcomes everyone.

* We advertise our service widely through the family information service, posters, signs, leaflets, web-site and social networking sites.
* We offer entirely flexible hours to suit the needs of our families.
* 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, with assistant from The Ethnic Minority Achievement Service.
* We base our admissions policy on a fair system.
* We do not discriminate against any child *or* refuse a child entry to Patcham Village Pre-school where reasonable adjustment can be made.
* We ensure that all parents are made aware of our equal opportunities policy.
* We develop action plans with parents to ensure children with Special Educational Needs and Disabilities can participate successfully in the services offered by the pre-school and in the curriculum offered.

**Employment**

* Posts are advertised online and on our face book page, all applicants are judged against explicit and fair criteria.
* The applicant who best meets the requirements of the position is offered a post, subject to references and checks by the Disclosure and Barring Service (DBS). 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, accessible and safe.

**Training**

We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish, and all staff to develop professionally through in and out of house training and e-learning.

We review our practices to ensure that we are fully implementing our policy for equality and diversity.

**Curriculum**

The Curriculum offered at Patcham Village Pre-school raises children’s awareness of difference and celebrates such. We encourage children to develop positive attitudes to people who are different from themselves; this supports empathy.

We do this by:

* Encouraging children to feel valued and good about themselves.
* Ensuring that children have equal access to all learning.
* Reflecting the widest possible range of communities in the choice of our resources; Avoiding stereotypes or derogatory images in the selection of materials,
* We celebrate a range of festivals.
* When English is not a child’s first language, we seek to assess the child’s communication and language through an interpretor.
* 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 for all children.
* Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.
* Evaluating and monitoring practice and provision on an ongoing basis within staff meetings.
* Ensuring that the curriculum offered is inclusive of children with different faiths and beliefs through reference to the Brighton & Hove Faith and Beliefs In Educational Settings Guide

**Special Educational Needs**

The SENCOs at Patcham Village Pre-school are Laura Wragg and Pauline Yelland who will co-ordinate with all staff in taking responsibility for working closely, and in partnership with parents and outside agencies in ensuring the best outcomes for all children.

**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 group.
* We encourage parents to take part in the life of Patcham Village Pre-school and to contribute when possible.
* 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.
* Dietary needs of children are met.
* We help children to learn about a range of food, cultural approaches to meal times and eating and to respect the differences among them.
* We provide play resources that give a balanced view and an appreciation of the diversity of our multi-racial society. Play resources are labelled with pictures and words. If a child were to join the setting who had English as an additional language, we would seek advice from the Ethnic Minority Achievement Service (EMAS) with the permission of the parent.

**Meetings**

Communication methods are such which involve all parents, carers and children having a voice at Patcham Village Pre-school.

This policy was reviewed on April 20th 2022 and replaces that which was adopted by Patcham Village Pre-school on 28th July 2021.

Signed by

Manager (Laura Wragg)

Date: