



# Heronswood Pre-School & Wraparound

## Equality of Opportunity Policy

We will ensure that our service is fully inclusive in meeting the needs of all children and their families, regardless of their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.
- Include and value the contributions of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting quality and value diversity, and
- Ensure inclusion is a thread that runs through all of the activities of the setting.

## Admissions

Our setting is open to all members of the community

- We advertise our service widely.
- We provide information in clear, concise language.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equal opportunity policy.
- We do not discriminate against a child or their family, or prevent entry to our setting on the basis of colour, ethnicity, religion, social background or special educational needs.
- We do not discriminate against a child with a disability, or refuse a child entry to our setting for reason relating to disability.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We take positive action against any discriminatory behaviour by staff, parents or children.

## Employment

Posts are advertised and all applicants are judged against criteria.

Applicants are welcome from all background and posts are open to all.

The applicant who best meets the criteria is offered the post, subject to favourable references and checks by the Disclosure and Barring Service.

## Festivals

Our aim is to show respectful awareness of the major events in the lives of children and families in the group and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated in their families or others, by sharing stories, celebrations, food, games, songs and activities. Families who celebrate festivals unfamiliar to the rest of the group will be invited to share them with us.



## **Curriculum**

The curriculum offered in the setting encourages children to develop positive attitudes about themselves, as well as people who are different from themselves. It encourages children to empathise with others and begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors and service users and is reviewed on a regular basis.

We make sure children feel valued. We endeavour to meet any access needs where required, promoting self-esteem and well-being, so children can feel good about themselves, and that they have equality of access to learning.

We make appropriate provision within the curriculum to ensure that each child receives the widest possible opportunity to develop their skills and abilities,

We will avoid stereotypes or derogatory images in the selection of books or visual materials, create an environment of mutual respect and tolerance, and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.

We will ensure that the curriculum offered is inclusive of children with additional needs and children with disabilities.

## **Valuing Diversity in Families**

We encourage parents/carers to take part in the life of the setting. Children and parents who have English as a second or additional language will be valued and their languages recognised and respected.

## **Meetings**

We will make every effort to ensure that the time of meetings will enable the majority of parents to attend, so that all families have an equal opportunity to be involved with the setting.

## **Monitoring and Reviewing**

We will review our policies and procedures regularly to make sure they remain effective. We provide a complaints procedure and a complaints summary record for parents.

**Policy written – February 2017**

**By Pat Croom – Pre-School Manager**

**Ratified by Governors – May 2017**

**Policy to be reviewed – February 2019**