

POLLYANNA PRE-SCHOOL

EQUALITY OF OPPORTUNITY POLICY

Statement of Intent

We will ensure that our pre-school is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, religion, social and economic background, gender, ability or disability or have special educational needs. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We work in accordance with all relevant legislation including:

- **Special Educational Needs and Disability Code of Practice 0-25 years 2015**
- **The Equality Act 2010**
- **Special Educational Needs and Disability Act 2001**
- **Children's and Families Act 2014**
- **EYFS 2021**

We believe that the group's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with, our pre-school have an equal chance to do so.

Admissions

We have an inclusive admissions policy, which reflects the diversity of our society. We do not discriminate against a child or their family or prevent entry to our setting on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker. We do not discriminate against a child with a disability or refuse a child entry to our setting for reasons relating to disability. We put in place reasonable adjustments to ensure that any people with disabilities can access the services offered by the setting. We take action against any discriminatory behaviour by staff 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. We accept children who are not yet toilet trained.

Please see the following policies, relating to this:

Safeguarding

Achieving Positive Behaviour

Admissions Policy

Employment

All posts are advertised, and all applicants are judged against explicit and fair criteria. Applicants are welcome from all backgrounds regardless of ethnicity, religion, social and economic background, gender, disability or SEN and posts are open to all.

Please see **Recruitment Policy** for more information.

Training

We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish. We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Training reviews and appraisals are regularly conducted to identify opportunities for staff and volunteers to train especially in developing anti-discriminatory and inclusive practices.

Please see **Staffing Policy** for more information.

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Families

The pre-school recognises that there are many different types of family structures and welcomes children from all backgrounds. The pre-school aims to offer support to all families. The pre-school offers a flexible payment system for families with differing means.

Festivals

We aim to celebrate all the major events in the lives of the children and families in the pre-school and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge the festivals, which are celebrated in our area and/or by the families involved in the pre-school.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the pre-school are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the pre-school is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.
- We acknowledge and respect families' individual beliefs and support their choices on inclusion of festival celebrations.

Language

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the pre-school.

We will encourage families to share with Pollyanna information on language that can be included in the setting, eg familiar words and songs.

Food

We ensure that children's medical, cultural and dietary needs are met, and we encourage children to learn about a range of food and to respect the different family and cultural approaches to mealtimes and eating.

The Curriculum

All children are respected and their individuality and potential recognised, valued and nurtured. Activities and use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.

The staff make appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles.

Pollyanna reflects different cultures and communities through our resources and actively pursues a positive picture of our multi-cultural society and avoid stereotyping.

We create an environment of mutual respect and tolerance, where the curriculum meets children's individual needs.

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Feedback to Parents

The pre-school will make every effort to ensure that the time, place and conduct of the meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the pre-school.

We aim to communicate the information about meetings in a number of ways e.g. written/verbal and e-mail, to ensure all parents / carers have necessary information and access to the meetings.

SEND

The pre-school recognises the range of special educational needs and disabilities of children and families in our community and aim to meet these needs.

Please see our **SEND Policy**

The staff member responsible for SEND is Dawn Collins (SENDco)

Review and Approval

This policy was adopted on: _____

Signed by Management Committee:  _____

Print Name: Carl Sautereau _____

Date of Renewal: September 2024 _____