

4. Equality of Opportunity Policy



Statement of intent

Yaddlethorpe Pre-school is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

The legal frameworks for this policy include:

- Race Relations Act 1976
- Race Relations amendment Act 2000
- Sex Discrimination Act 1975
- Education Act 1996
- Disability discrimination Act 1995 & 2005
- Special Educational Needs Act 2001
- Equal Pay Act 1970
- Children Act 1989
- Equality Act 2006
- Childcare Act 2006
- Equality Act 2010

This policy applies to all people, whether using or working in the pre-school. We will not discriminate, whether directly or indirectly, in the treatment of any person on the ground of gender, gender reassignment, race, culture, disability, religion, sexual orientation, marital status or for financial reasons. Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable. Yaddlethorpe Pre-school is open to all members of the community and everyone will be made welcome – please refer to our admissions policy.

Admission Arrangements

We welcome all children and aim to respond appropriately to each child's differing experiences and individual needs. We encourage parents and professionals to give as much notice as possible for a child with disabilities or special educational needs. This will enable us to explore with parents / carers, our Early Years Support Team and any outside agencies how we can provide most effectively for that child. We will attempt to be as flexible as possible with admission arrangements for those children with additional needs / disabilities. Should the need arise; negotiations will take place on an individual basis in order to enable a smooth transition from home to pre-school.

In order to promote equality and diversity we will:

- ensure that all parents are made aware of our policy;
- offer equality and choice for all;
- access additional funding where necessary and available;
- reflect the diversity of members of our society in our publicity and promotional materials;
- ensure our admissions policy promotes equality for all families;
- not discriminate against a family or prevent entry to Yaddlethorpe Pre-school on any grounds;
- provide opportunities for parents / carers to contribute to their child's care and education; and
- use funding from within the pre-school budget, where possible and as the budget allows, to use for special educational needs including training.

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- listening to children and ensuring each child feels included, safe, valued and respected;
- ensuring that all children have equal access to activities, resources and learning opportunities;
- making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles;
- providing play materials / resources and activities that demonstrates diversity of background and ability, and help to develop positive attitudes to differences in race, culture, language, gender and ability;
- promoting children's awareness of their own culture and beliefs and those of other people; using positive non-discriminatory language with all children;
- ensuring the differentiation of activities to include the needs of all children;
- working in partnership with key professionals to ensure that individuals with learning difficulties can participate fully in all aspects of the provision;
- avoiding stereotypical images in equipment, resources and activities;
- using positive non-discriminatory language with all children;
- valuing the home background of all children; and
- ensuring any discriminatory language or practice is challenged appropriately.

English as an additional language:

- Staff will value linguistic diversity and seek support for children and parents as required.
- We will try to provide information in languages that reflect the needs of our families who speak English as an additional language.
- Alongside valuing parent's home language, staff will provide a range of meaningful contexts in which children have opportunities to develop English. English will be crucial as the language they use to access learning.

Inclusion:

- The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged.
- Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Staff will work with parents / carers and other professionals to make reasonable adjustment to the environment as required by both the Disability Discrimination Act and the Equality Act 2010 to accommodate and meet the needs of a child with identified learning difficulties and / or physical disabilities.
- Staff will focus on each child's individual learning, development and care needs by;
 - *removing or helping to overcome barriers for children where these already exist;*
 - *being alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately, involving other agencies as necessary; and*
 - *stretching and challenging all children.*
- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability to have the opportunity to experience a challenging and enjoyable programme of learning and development.

Yaddletorpe Pre-school applies the 'Special Educational Needs Code of Practice' to ensure that children with Special Educational Needs and Disabilities (SEND) and their families are welcomed and fully included in all aspects of pre-school life. Staff receive ongoing training both in-house and externally to ensure that children with SEND are identified at the earliest opportunity and through activities and attention to any related health care needs, they make the maximum progress possible.

Yaddlethorpe Pre-school will continually monitor and evaluate the effectiveness of its Equality of Opportunity Policy. Practitioners will attend regular and targeted training. The policy will be reviewed and up-dated, where necessary, annually by the management and staff team.

At Yaddlethorpe Pre-school we aim to develop children's positive self-esteem and the esteem of others. All practitioners will set a good example by treating one another and the children with respect.

Staff Training

- Practitioners will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.
- The pre-school designated SENCO will attend training around special educational needs and the DfES Code of Practice.
- All practitioners will have access to identified training to ensure professional development.
- Funding will be made available (where possible), from within the pre-school budget to allow staff to access training.

Employment Statement

- All posts will be advertised and applicants judged against specific and fair criteria.
- Applicants will be welcomed from all backgrounds regardless of ethnicity, religion, culture, language, gender, gender reassignment, sexual orientation or age.
- Successful applicants will be subject to references and checks by the Criminal Records Bureau.
- Job descriptions will include a commitment to equality and diversity as part of the specification.
- The recruitment process will be monitored to ensure that it meets the equality and diversity policy.

Race Equality Statement

- Yaddlethorpe Pre-school has due regard to eliminate unlawful racial discrimination.
- We promote equality of opportunity and good relations between people of different racial groups.
- We provide good opportunities for children from ethnic minorities and we wish individuals who access the pre-school to know they will receive the same fair treatment and be cared for based on their individual needs.
- All individuals are entitled to equal rights and the same opportunities, regardless of racial group.
- We expect everyone in the pre-school to seek to eliminate racism where it is identified.
- We strive to ensure equal access to the pre-school.
- We encourage, support and help all children and staff to achieve their full potential.
- Our resources will reflect cultural diversity.

We will regularly review and monitor this policy and the practice of Yaddlethorpe Pre-school to ensure that we are fully implementing the policy for equality of opportunity, diversity and inclusion.

Creating Success for Children in Care

As a registered early years provider within North Lincolnshire we acknowledge the document 'Creating Success for Children in Care', which sets out the North Lincolnshire protocols, procedures and guidance for improving the Education and Health of Children in Care.

We understand that these protocols have been agreed by all agencies working with Children in Care in North Lincolnshire and represent a commitment to work together to ensure that the educational and health needs of Children in Care are a priority.

The management and staff of Yaddlethorpe Pre-school agree to aspire to and achieve successful outcomes for all Children in Care.

Jane Qualter is our nominated practitioner who will be our key contact for professionals regarding Children in Care.

The nominated practitioner will:

- be the key contact point in the setting for all relevant parties;
- attend and contribute towards appropriate discussions or meetings as requested, being supported by the relevant professionals;
- ensure that information is collated regarding Children in Care in the setting;
- work with and maintain sensitive information, ensuring that information is provided to those who need to receive it; and
- attend and share appropriate training to promote their own and others understanding of Children in Care.