

Equalities Policy

Introduction

At Puddleducks we strive to create an environment where everybody has equal access to opportunities, to develop their full potential. We aim to break down barriers and to increase awareness of anti-discrimination practice. Although we treat everybody in the Puddleducks community with the same level of respect, individuality is encouraged and diversity is celebrated.

Over Puddleducks Pre-school is aided by The Pre-school Learning Alliance and is committed to equality of opportunity for all children and families. Puddleducks takes positive action to eliminate discrimination in all areas of its work. As a member of the Alliance, Over Puddleducks Pre-school works in accordance with all relevant legislation, including:

- Human Rights Act 1998
- Employment & Equalities (Age) Regulations 2011
- Disability Discrimination Act 1995
- Race Relations Act 2000
- Sex Discrimination Act 2013 (Amendment)
- Children Act 2006
- The Care Standards Act 2000
- Special Educational Needs and Disability Act 2002
- Equalities Act 2010
- Every Child Matters
- Child Care Act 2006
- Looked After Child Policy
- SEND Code of Practice 2014
- Children and Families Act (2014)
- Early Years Foundation Stage 2014

Jo Sibthorpe is the Equalities Co-ordinators within Over Puddleducks Pre-school.

We believe that the organisation's activities should be open to all children and families, and to all adults committed to childhood 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

The Pre-school is open to every family in the community. If children need to come into the Pre-school at short notice the staffing rota can be adjusted, where possible.

Families joining the Pre-school are made aware of its equalities policy, which is reviewed annually, or as legislation dictates.

Puddleducks can be flexible in its payment system for families with differing means.

We monitor the ethnic diversity of children at registration, to ensure there is no accidental discrimination.

Employment

The interviewing panel will appoint the person who, in their opinion, is the best qualified. This includes formal qualifications and person specifications. All those who apply and who are

appointed will be treated fairly. Commitment to implementing the organisation's Equalities Policy will form part of the job description for all workers. We monitor the ethnic diversity of applicants as part of the application.

Festivals

Our aim is to show respectful awareness of 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.

We aim to acknowledge all the festivals that 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 or by research.

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.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities are planned taking children's individual interests and needs into consideration and the learning environment is offered both indoors and outdoors. Our curriculum follows the Early Years Foundation Stage.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

The concept of Equality assumes that all people are equal value and should receive equal opportunities, access and treatment. Any inequalities should be actively challenged and every effort made to remove unjustifiable obstacles to equal opportunities. By using the law, if necessary, 'equal treatment' does not mean the same treatment. It means, rather, that we treat groups and individuals in such a way that their needs are met so that there is a greater opportunity for equality of outcome, and no group or individual is disadvantaged.

Resources

We have a diverse range of resources reflecting different backgrounds and cultures positively. These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

Staff will listen to children to take account of their individual preferences. Staff will regularly monitor equipment and resources to reflect diversity.

Special Needs

The Pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise. Please refer to Special Education Needs Policy.

Meetings

The Pre-school will make every effort to ensure that the time, place and conduct of 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.

Planning for Pre-school meetings and events will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Pre-school.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

English as an Additional Language

Basic information, both written and spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual/multilingual children and adults will be encouraged to speak to children in their first language at home.

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 display words written in the language or languages of children / families we have at Puddleducks. We aim to increase their knowledge and understanding and to aid their self-fulfilment. This is in line with the requirements of the Equalities Act 2010 and the UNCRC 1989.

Food

Children's medical, cultural and dietary needs will be met, by working in partnership with parents.

Our Equalities Policy action plan is available.

This policy was adopted on behalf of Over Puddleducks Pre-school on

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Signed on behalf Over Puddleducks Pre-school.....
Name.....
Date.....