

EQUALITY AND DIVERSITY POLICY

Statement of intent:

Our playgroup is committed to providing equality of opportunity and antidiscriminatory practice for all children and families.

The Settings Equal Opportunity Officer is Jan John.

Aim:

- provide a secure environment in which all our 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-stereotyping information about different ethnic groups and people with disabilities.
- improve our knowledge and understanding of issues of equality and diversity and make inclusion a thread which runs through all the activities of the playgroup.

The legal framework for this policy is:

- Equalities Act 2010
- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
 - Sex Discrimination Act 1975;
 - Age Discrimination Law 2006;
- Children Act 1989; and Children Act 2006
 - The Children and Families Act 2014
- Special Educational Needs and Disability Act 2014.
 - 0-25 SEND Code of Practice

Admissions

Our playgroup is open to all members of the community.

- We advertise our service locally.
- We can provide information in clear, concise language, whether in spoken or written form.
- We can provide information and support in other languages where necessary.
- We base our admissions policy on a fair system.

- We do not discriminate against a child with a disability, or refuse a child entry to our playgroup, because of any disability we are able to manage as a setting.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the playgroup and in the curriculum offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the 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 and accessible.
- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Curriculum

The curriculum offered in the playgroup encourages children to develop positive attitudes to people who are different to themselves. It encourages children to empathize with others and begin to develop the skills of critical thinking.

We do this by:

- making children feel valued and good about themselves;
- ensuring that children have equality of access to learning;
- reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of materials;
- celebrating a wide range of festivals;
- 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 of children with special educational needs and children with disabilities; and
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

Valuing Diversity in Families

- We welcome the diversity of family life and work with families of all different structures.
- We encourage children to contribute stories of their everyday life into the playgroup.
- We encourage parents/carers to take part in the life of the playgroup and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offers.
- We offer a flexible payment system for families of differing means.
- Any discriminatory remarks or behaviour, including harassment or bullying by parents or children, will be taken extremely seriously and will be regarded as grounds for disciplinary action, which may include expulsion or dismissal from the setting.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. (Please see our Food and Drinks Policy)
- We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.
- Meetings are arranged to ensure that all families who wish to may be involved in the running of the playgroup.
- Information about meetings is communicated in a variety of ways - written, verbal and in translation - to ensure that all parents have information about access to the meetings.

Policy Re-adopted 9th October 2024 – R Cockbill Chairperson