



Kingsdown Pre-school Equality and Inclusion Policy

As a member of the Early Years Alliance, Kingsdown Pre-school is committed to providing equality of opportunity for all children and families and takes positive action to eliminate discrimination in all areas.

We work in accordance with all relevant legislation including:

- Equality Act 2010 incorporating the Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children Act 2004
- Childcare Act 2006

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 *See Admissions policy*

The pre-school is open to every family in the community. We use the following system for offering places to children:

- A child who qualifies for Early Years Entitlement
- The date of birth of the child
- Children who have a sibling at the group
- Children who live within the local Parish Council area
- Children in extenuating circumstances. Favourable consideration will be given to children with disabilities or ill parents and children placed with local childminders, providing suitable staff can be found.

It should be noted that Kingsdown Pre-school has no dedicated wheelchair access and access is via a flight of stairs

Families joining pre-school are made aware of its Equality and Inclusion policy, which is regularly reviewed.

Employment

All vacancies will be advertised. The pre-school will appoint the best person for each job and will treat all applicants and those appointed fairly.

In accordance with the Equality Act 2010 no applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

Commitment to implementing the Pre-school's Equality and Inclusion Policy will form part of the job description for all workers.

Families

The Pre-school recognises that many different types of family unit can and do successfully love and care for children. The pre-school aims to offer support to all families whatever their circumstances. The pre-school offers a flexible payment system for families with different means.

Festivals

Our aim is to show awareness of all the major events in the lives of the children and families in the pre-school and 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 all festivals celebrated in our area and by the families 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, or other, families 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 familiar with themselves, 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 pre-school is not familiar will be invited to share their festival with the rest of the group if they 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 and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the pre-school will ensure that all children have full access to a wide variety of activities and equipment without gender stereotyping and are equally encouraged to enjoy and learn from them.

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

British Values

Children are taught British Values through their daily interaction with others and through staff modelling:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance.

At Kingsdown Pre-school children are:

- encouraged to share and express their views and listen to those of others
- supported in taking turns, sharing and collaborating with others
- learning to follow the boundaries of the setting and as appropriate discuss what the boundaries are and why as well as helping to set them
- supported in developing a positive sense of self by becoming knowledgeable and confident as well as learning to take risks
- taught to be respectful of one another including other's beliefs and views
- encouraged to value other's experiences

Resources

These will be chosen to give children a balanced view of their community and the wider world and an appreciation of the rich diversity of individuals and groups in society.

Resources, including displays, 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.

Special Education Needs and Disability (SEND) *see SEND policy*

The Equality Act 2010 underpins equality for young children with SEND. We will endeavour to make reasonable adjustments to prevent children with SEND from being at a substantial disadvantage and to work towards closing development gaps between them and their peers. We will not treat a child with SEND less favourably than a child without SEND without justification. We will take into account anticipatory duties when making future decisions.

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.

Planning for pre-school meetings and events will take into account the needs of all families including people with special educational needs and disabilities. However due to the nature of the building, families should be made aware of the fact that the Village hall has no wheelchair access at present.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remark by a child, parent or any other adult is unacceptable in the pre-school and will be challenged appropriately

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.

Language

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. Bilingual/multilingual children and adults are an asset to the whole group.

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

Parents/carers will be encouraged to speak to children in their first language at home.

Working in partnership with parents/carers we will ask them to help us to ensure we have correct written resources so their child can see text at pre-school in both English and their own language

Food

Working with parents/carers we will ensure children's medical, cultural and dietary needs are met.

Meetings

The pre-school will make every effort to ensure that time, place and conduct of meetings and events enable the majority of parents to attend so that families have an equal opportunity to be involved in and informed about the pre-school. All families with children at the pre-school will be made aware of the pre-school Committee and will be invited to join it if the wish.

Complaints *see complaints procedure*

All equality and inclusion complaints will be taken very seriously. If a member of the public has a complaint against Kingsdown Pre-school they should, firstly, raise the matter with the Manager. If no satisfactory result is achieved then, secondly, they should contact the Chair of the Committee, who will acknowledge receipt of the complaint and conduct a comprehensive investigation of the incident. A report of the findings will be made available to the complainant together with any recommendations. Where the complaint is found to be justified, appropriate action will be taken.

This policy was reviewed by Kingsdown pre-school on 14 April 2022. It will be reviewed annually or sooner if required

Signed on behalf of the pre-school A.Bridges
Chairperson Kingsdown Pre-school Committee