



Equality and Inclusion Policy

Date: 19/04/2020

Review Date: 19/04/2021

Statement:

We at Pippins Preschool open our doors to all families in the local community and surrounding areas irrespective of ethnic heritage, gender, special educational needs, disabilities, religion or competence in spoken English.

Aim

- To provide a safe, secure and stimulating environment where we can aim to provide the very best care, education and learning opportunities for every individual child.

Employment

- We aim to ensure that all who wish to work or volunteer at Pippins Preschool have an equal opportunity to do so. We will appoint the best person for each job and will treat all applicants fairly. The Preschool Manager is responsible for implementing the Policy for Equal Opportunities that will form part of the job description for all staff and volunteers, including monitoring the ethnicity of applicants in line with the Equality Act 2010. All staff are given opportunities to attend training, especially in developing inclusive practice.

Admissions

- Pippins Preschool is open to every family in the community and surrounding areas irrespective of ethnic heritage, gender, special educational needs, disabilities, religion or competence in spoken English. We operate a waiting list and a fair system in line with our Admissions Policy.

Families

- Pippins Preschool recognises that many different types of families successfully love and care for their children. We regularly seek the views, thoughts and feelings of our families and children and have a Partnership with Parents Policy. We encourage parents / carers to take part in and contribute to the life of the setting. Parent-teacher meetings are arranged and the home/school unique story book aids communication between parents / carers and their child's Key Person. A complaints procedure (see Complaints Policy) is available.

Festivals

- We welcome the diversity of backgrounds which families come from and encourage families to share their culture with us. We celebrate world/religious festivals such as Chinese New Year, Christmas, Diwali, Hanukkah and Harvest with the children. Learning about traditional food, dress and music, we welcome guest speakers to aid us in our teaching.

Special Educational Needs and Disabilities

- Pippins Preschool recognises the wide range of special needs of children and families and will consider what we can do to meet and support these needs. Please read this in conjunction with our Special Educational Needs and Disability Policy. In line with the Special Educational Need and Disability Code of Practice 2014, The Equality Act 2010 and the Disabled Children and Equality Act 2010, we will make reasonable adjustments to the environment and resources through our setting;
- Planning for preschool meetings and events will take into account the needs of people with disabilities;
- Our SENCo is **Nicola Setford**.

Food

- Medical, dietary and cultural needs will be met. We help children learn about a range of food and cultural approaches to meal times.

Language

- All information relating to Pippins Preschool will be made available and communicated in as many languages as necessary. Bilingual/Multilingual children and adults are an asset, they will be valued and respected. We encourage families to speak to their children in their mother tongue as much as possible and we invite people with a second language to teach the children at Pippins Preschool. Children at Pippins will have sufficient opportunities to learn and reach a good standard in English Language. When assessing Communication, Language and Literacy skills, we will assess the children in English. If the child does not have a strong grasp of the English Language. We will explore the child's skills in the home language with their parent/carers to establish whether there is cause for concern in language delay

Curriculum

- Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. All children are respected and their individuality and potential is recognised, valued and nurtured. Activities, equipment and resources are provided to offer all children opportunities to learn in an environment free from prejudice and discrimination. We will be sure to plan our curriculum to meet the individual needs of all our children. Including gifted children and children with a special educational needs.

Resources

- These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop self-respect and to respect other people. Materials will be selected to assist children with special educational needs and gifted children.

Disabilities

- At Pippins Preschool we welcome everyone and would be happy to work with and support a child with a physical disabilities. Our small preschool is easily accessible to everyone and we can alter the layout of the classroom bearing in mind the limitations of the hire of our premises. We can also purchase any equipment and resources which could assist that child in their development.

Discriminatory Behaviour / Remarks

- Discriminatory behaviour / remarks are unacceptable. The response will aim to be sensitive to the feelings of the victim and to help those responsible to understand and overcome their prejudices. Threatening or abusive behaviour or any expression of prejudice or discriminating behaviour towards or between staff or families will not be tolerated. Any such incidents will be challenged and recorded. Incidents will be recorded on an Incident Form, investigated and dealt with as appropriate to the situation. For staff this may result in a warning. If such incidents continue to happen between families, this may result in us asking them to leave our setting.
- Pippins preschool recognises that incidents of racial discrimination are a serious offence and will be responded to accordingly. All staff are responsible for reporting all incidents of discrimination to the manager. Children's behaviour is managed effectively, please refer to the Behaviour Management Policy.