



Equality and diversity policy

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Written by Louise Kirby

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Statement of intent

The Kindergarten at St Joseph's is committed to providing an environment that proactively supports equality of opportunity and anti-discriminatory practice for all children and families and staff (all stakeholders).

Aim

We aim to:

- 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;
- make inclusion a thread which runs through all of the activities of the pre-school;

- support children to feel good about themselves and respect others.

Admissions

Our Kindergarten is open to all members of the community.

- We provide information in clear, concise language, whether in spoken or written form.
- We offer the opportunity to translate written or verbal information where possible.
- We base our admissions policy on a fair system.
- We make it clear our setting and its practices welcome all Parents and Carers without distinction.
- We do not discriminate against a child.
- We ensure that all parents are made aware of our equal opportunities policy.
- On admission we find out in our adpack as much information about the child and during the stay and play session we talk through with parents any special requirements to make their first day as comfortable as possible.

Curriculum

The curriculum offered in the Kindergarten encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to 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, we will adapt our practice to the needs of the individual;
- 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 appropriate to children attending the Kindiejoes;
- 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;
- using continual observations in assessing children's progress and development;
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning;
- we hold books and other resources in languages other than English;
- our ethos of valuing children's curiosity allows children to think through their own ideas and ask questions not only from adults but from their peers supports the early understanding of democracy and "British Values."
- we take advice from Surrey County Council's Race and Ethnic Minority Advisors (REMA);
- we challenge any staff member, parent, child or other who air discriminatory views;
- Louise is trained to complete the Early Help Assessment other staff will also be trained. We are aware that some families do require extra support during times of crisis and Early Help is an approach that can help. Other agencies such as St Martin's Children's Centre can also be approached;
- all our policies are available to view on our website and parents are kept informed via our weekly newsletter of any changes;
- encouraging our staff to undertake training to enable them to develop practices which enable all children to flourish;
- we are aware of the potential to accidentally discriminate and therefore informally monitor data received in the admissions pack.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the Kindergarten.
- We encourage parents/carers to take part in the life of the pre-school and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer and where it is possible to offer translations of our written communications.
- We offer a flexible payment system for families of differing means.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, cultural approaches to eating and to respect the differences among them.

Training

We seek out training for our staff team to help develop practice which helps children to develop and flourish.

The legal frameworks and references for this policy are:

The Children Act 1989 and 2004
Childcare Act 2006
Race Relations Act 1976
Sex Discrimination Act 1975 and 1986
Equal Pay Act 1970
Disabled Persons Act 1986
Human Rights Act 1998
Education Act 1993
Race Equality Act 2000
The Human Rights Act 2000
Disability Discrimination Act 1995

Special Educational Needs and Disability Act 2014 (SEND)

Equalities Act 2010

United Nations Conventions on the Rights of the Child, UNICEF 1989

Every Child Matters-Change for Children 2004

Working Together to Safeguard Children 2015

Early Years Foundation Stage 2017

PREVENT Duty 2015

Surrey County Council <http://new.surreycc.gov.uk/schools-and-learning/childcare-professionals/running-your-childcare-business/early-years-foundation-stage-guidance/policies-and-procedures-in-early-years>