

Whiteley Preschool Equality and Diversity Policy



It is our commitment to provide equal opportunities and anti-discrimination practices within our setting.

Legislation for this policy:

- Equality Act 2010
- Children Act 1989
- Children Act 2004
- Children and Families Act 2014
- Childcare Act 2006
- Special Educational Needs and Disability Act 2001
- The Special Educational Needs and Disability Regulations 2014
- Statutory framework for the EYFS 2021
- Counter-Terrorism and Security Act 2015

Following the relevant legislation, we aim to provide a secure learning environment for all the children. As part of our understanding of equality and diversity and our aspiration of inclusion we will embrace all families, providing a non-stereotypical approach to different ethnic groups and people with disabilities.

This policy should be read in conjunction with the following policies:

- British Values Policy
- Admission Policy
- Special Educational Needs Policy.

The Preschools dedicated Special Educational Needs Coordinator (SENCo) is Laura Bilbie.

Training

- Training is ongoing for all staff and volunteers to allow them to enable all children to flourish.
- Our policies are reviewed annually to ensure we are implementing equality and diversity.
- Input from parents / carers as to how we may improve our policies is always positively welcomed.

Curriculum

Through the EYFS – understanding the world – we uphold positive images and attitudes towards people who children see as different from themselves.

To ensure the individual needs of the children are met we:

- Make all children feel good about themselves
- Plan a curriculum that provides all children equal access to learning
- Reflect as many different communities as possible in the choice of our resources
- Avoid stereotypes and negative images
- Celebrate different cultures and festivals
- Create an environment of shared respect and patience
- Create an environment where discriminatory behaviour and remarks are unacceptable
- Make sure that all the curriculum planning includes and supports children with special educational needs, disabilities, and English as an additional language
- Have a dedicated SENCo who supports individual children's needs and supports children who have English as an additional language

- Have regular meetings between management and the SENDCo to discuss SEN children's progress and individual needs. See SEN Policy
- Managers monitor all children's progress through the children's development tracking data
- Have positive images of those children attending the setting, including those children who are disabled or have special education needs
- Adjust the setting, where possible, to the environment and resources to meet the needs of individual children
- Managers are aware of practices by staff and the continuous provision resources to enable monitoring of inclusive practices
- Listen to the children
- Engage children with planning
- Plan for each individual child's needs
- Provide settling in sessions where the Key Person can talk with the parent and assess if there are any immediate additional needs
- Have good transitions to the setting and to other settings such as school (see the transition policy)
- Encourage listening to each other, taking turns and cooperative play

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 preschool
- We encourage parents/ carers to take part in the life of the preschool and to contribute fully
- For families who have English as an additional language, we value the contribution their culture and language can offer

Food

- We work with parents to make sure that the medical, cultural, and dietary needs of their children are met
- We help children to learn about a range of food and cultural approaches to mealtimes and eating and to respect the differences between them
- We celebrate and provide experiences for the children to try food from different cultures

Meetings

- The preschool holds an AGM in October/November.
- Parent meetings take place regularly.

Local offer

A local offer helps parents decide which is the right setting for their family needs. Our local offer can be found following the link below.

[Whiteley Pre-School | Family Information and Services Hub \(hants.gov.uk\)](https://www.hants.gov.uk/whiteley-pre-school-family-information-and-services-hub)

We welcome enquiries and questions about what we can offer a family to help them when deciding on if our preschool will be the right decision for their family.

How inappropriate attitudes and practices will be challenged

All staff have a thorough induction when new to the setting where they are informed of the appropriate attitudes Whiteley Preschool promotes towards equality and diversity. The managers foster a reflective environment; therefore, all staff are encouraged to reflect on their practice continuously and to

communicate any concerns. Dedicated time is given for any persons to raise a concern, staff have regular supervisions, meetings and can speak to a manager alone and at any time. If a manager is made aware of inappropriate attitudes or practices the individual will be spoken to in the first instance and will be reminded of what is acceptable practice. Each situation will be dealt with on an individual basis and where necessary the Disciplinary Procedure or Parent Code of Conduct will be followed. Discriminating against children, parents or staff will not be tolerated and may be treated as gross misconduct.

This policy was adopted on: 09th July 2014

Reviewed on: 24th April 2023

Signed..... Chairperson