

Equal Opportunities

Policy Statement

Greenhead Pre-school and Rainbow Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children, parents, families, carers and staff. It promotes and values diversity and difference and equality of opportunity for children in its care, including support for children with special educational needs or disabilities (refer to **Special Educational Needs** policy). We are aware of our responsibilities in relation to the Equality Act 2010, which has brought together all previous equality laws. The Act enforces that every private, public and voluntary organisation must not discriminate against employees and people that use their services because of particular characteristics i.e. age, disability/special need/learning difficulties, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation - **Refer to 'Protected Characteristics'**.

Procedures

Greenhead Preschool and Rainbow Nursery:

- provide a secure environment in which all children can flourish and in which all contributions are valued
- include and value the contributions of all families to the understanding of equality and diversity within the pre-school environment
- strive to improve knowledge and understanding of issues of equality and diversity
- make inclusion a thread which runs through all of the day-to-day activities
- recognise that we are all different, and respect and celebrate diversity in situations that surround us, as well as diversity such as disability and ethnicity
- have a clear understanding of, and observe the '**Fundamental British Values**' of **democracy, rule of law, individual liberty, mutual respect and tolerance** which is embedded in the 2014 Early Years Foundation Stage requirements

Lorraine Doswell is the member of staff at Greenhead Preschool and Rainbow Nursery who is responsible for equality and diversity. She has attended relevant training and is committed to ensuring it is put into practice at all times.

Admissions

Greenhead Preschool and Rainbow Nursery is open to all members of the community, and:

- advertise its services within the community
- reflect the diversity of members of our society in publicity and promotional materials
- provide information in clear, concise language, whether in spoken or written form
- will provide information in as many languages as necessary
- base its admissions policy on a fair system (refer to **Admissions** policy)
- do not discriminate against a child with a disability or refuse a child entry to the setting because of any disability
- ensure that all parents are made aware of the commitments made in this policy
- ensure that people with disabilities can participate successfully in the services and curriculum offered by the provision

Employment

- Posts are advertised, and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria will be 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.
- Application processes are monitored to ensure that it is fair and accessible.

Training

- Greenhead Pre-school and Rainbow Nursery seek out training opportunities for staff and volunteers to enable the development of practices which enable all children to flourish.
- Greenhead Pre-school and Rainbow Nursery reviews its practices to ensure that its policy for equality and diversity is fully implemented.

Curriculum

The curriculum offered at Greenhead Pre-school and Rainbow Nursery 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.

This is done by:

- encouraging children to value and respect others
- making children feel valued and good about themselves
- ensuring that children have equality of access to learning
- ensuring all children have equality of access to resources, equipment and facilities
- reflecting the widest possible range of communities in the choice of resources
- avoiding stereotypes or derogatory images in the selection of material
- 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
- ensuring that children whose first language is not English will have full access to the curriculum and are supported in their learning

Valuing Diversity in Families

Greenhead Pre-school and Rainbow Nursery:

- welcome the diversity of family life and work with all families
- encourage children to contribute stories of their everyday life
- encourage parents/carers to take part in the life of the setting and to contribute fully
- for families who have a first language other than English, will value the contribution their culture and language offer
- offer a flexible payment system for families of differing means

Food

Greenhead Pre-school and Rainbow Nursery:

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

Meetings

- Fundraising meetings are arranged that welcome and encourage all families to become involved.
- Information about meetings is communicated in a variety of ways — written, verbal, notice board and translated, if required — to ensure that all parents have information about access to the meetings.
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Signed.....Managers

Date.....

Signed.....Vice chair

Date.....

Review date : **March 2017**

Equality and Diversity Protected Characteristics

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Reassignment

The process of transitioning from one gender to another.

Marriage and Civil Partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.

Religion and Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.