

EQUALITY AND DIVERSITY POLICY

Aim

We believe that Dilton Marsh Pre-School should be open to all children and the all adults committed to their welfare. 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.

As a member of the Pre-School Learning Alliance (PLA) we uphold it's commitment to provide equality of opportunity to children and family groups. As a member of the PLA we work in accordance with all relevant legislation including:

1. Disability Act 2005/06
2. Race Relations Act 1976
3. Sex Discrimination Act 1986
4. Children Act 1989

Methods

Access to Play for Children of all Abilities

Admissions

Dilton Marsh Pre-School is open to every family in the community. For further information please refer to our admissions policy.

We try and introduce children to various religious holidays, cultural festivals and observances. We have multicultural posters, dolls and toys around the pre-school setting to help children develop an understanding that the world is a multi-cultural, diverse place.

Employment

1. The pre-school will appoint the best person for each job, subject to checks by the Criminal Records Bureau, and will treat fairly all applicants for jobs and all those appointed.
2. All job descriptions include a commitment to equality and diversity as part of their specification.

Families

1. The pre-school recognises that many different types of family successfully love and care for their children.
2. The pre-school may offer a flexible payment system for families with differing means.
3. Our aim is to show respectful awareness of all major events in the lives of the children and families in the pre-school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

Curriculum

1. All children will be respected and their individual potential recognised, valued and nurtured.
2. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.
3. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

1. These will be chosen to give children a balanced view of the world, and an appreciation of the rich diversity of our multi-racial, multi cultural society.
2. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

1. The pre-school recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs.
2. Identification of children with Special Educational Needs will follow the Code of Practise for Special Needs, further information can be found in *Annex B*.
3. Planning for pre-school meetings and events will take into account the needs of people with disabilities.
4. Access to the pre-school is through the gate to the left of the primary school main entrance, access to the building is up the ramp to the main front door, this has full wheelchair access.
5. Our SENco is Clare Chalke
6. We have access to the support of an Early Years Inclusion Officer from Wiltshire Council.
7. We will always discuss any developmental concerns with parents/carers and seek permission before seeking the EYIO's support.
8. If we have children who are deemed to be 'vulnerable to underachievement we will seek the support of our Childcare Offocer or EMAS Office from Wiltshire Council.

Discriminatory Behaviour/Remarks

These are unacceptable in our pre-school. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Food

Medical, cultural and dietary needs will be met.

This policy was adopted at a meeting of the pre-school held on (date).....

Signed on behalf of the pre-school.....