



Equal Opportunities Policy

Pavilion Preschool is committed to providing equality of opportunity and anti-discriminatory practice for all of our children, families and staff.

Aims:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued
- Our staff will behave in a professional manner, will try and be consistent, sensitive and fair, they will challenge others who make inadvertent racist, sexist or insensitive remarks
- 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 Preschool

The legal framework for this policy is:

- Equality Act (2010)
- Race Relations Act (1976)
- Race Relations Amendment Act (2000)
- Sex Discrimination Act (1986)
- Children Act (1989)
- Children's Act (2004)
- Special Educational Needs and Disability Act (2016)
- Ofsted Standard 9
- SEND code of practice 2015

Methods:

We have a named person who will coordinate and monitor our Equality Opportunities policy (Delyth Corry, Preschool Manager)

Admissions

Our Preschool is open to all members of the community:

- We advertise our service within the local community
- We will endeavour to provide information in other languages is possible on request
- We base our admissions policy on a fair system
- We do not discriminate against a child with a disability
- We ensure that all parents/carers are made aware of our equal opportunities

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria
- Application forms will be sent out along with a copy of the equal opportunities monitoring form. Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent. Applicants will return equal opportunities monitoring documentation separately to ensure no discrimination takes place.
- At interview, no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.
- The applicant who best meets the criteria is offered the post, subject to references and an enhanced DBS check. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications, this includes in the case of ex-offenders (see relevant Ex-offenders Policy)
- We monitor our application process to ensure that it is fair and accessible

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish
- We review our practices to ensure that we are fully implementing our policy for equality and diversity

Curriculum

- The curriculum offered in the Preschool encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others 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
- 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
- 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 have full access to the curriculum and are supported in their learning

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 a first language other than English, we value the contribution their culture and language offer

Festivals

- Our aim is to show awareness of all the major events in the lives of the children and families in the Preschool and in our society. Also, to welcome the diversity of the backgrounds from which our children come
- Children will be made aware of the festivals which are being celebrated by their own families or others. Children and families who celebrate these festivals, with which the

rest of the Preschool is not familiar, may be invited to share their festival with the rest of the group if they themselves wish to do so

- Before introducing a festival with which the adults in the Preschool are not themselves familiar, appropriate advice will be sought from parents and the people who are familiar with that festival

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 variety of food, cultural approaches to mealtimes and eating and to respect the differences among them

Meetings

Meetings are arranged to ensure that all families who wish to may be involved in the running of the Preschool. Information about meetings is communicated in a variety of ways, written and verbal, to ensure that all parents have information about access to the meetings.

Discriminatory free environment

No discriminatory remarks or language will be tolerated at Pavilion Preschool. If a child is responsible, see the Behaviour Management Policy for steps to be taken. If it is an adult responsible, then the Manager will discuss the issues with the person concerned. If this leads to an unsatisfactory outcome advice will be sought from the relevant authorities.

Associated policies

Admissions; British Values and the Prevent Duty; Ex-offenders; Induction of employees and volunteers; Safeguarding; SEND; Staff supervision

This policy was reviewed in November 2024

This policy will be reviewed annually or on a need to do basis.

Signed on behalf of the Preschool Committee: -----

Signed by the Preschool Manager: -----