



## Micheldever & Stratton Preschool Equal Opportunities Policy (Revised 10<sup>th</sup> December 2022)

*Working in conjunction with the Early Years Foundation Stage Statutory Framework (EYFS).*

Quality and Consistency.

A Secure Foundation.

Partnership Working.

Equality of Opportunity.

**Unique Child   Positive Partnerships   Enabling Environment   Learning and Developing**

### Introduction

Micheldever & Stratton Preschool is open to all children living in the local area. We will operate according to the principles of the Equality Act 2010 so that parents and carers can place their child irrespective of their disability, sexual orientation, age, marriage or civil partnership, pregnancy or marriage, gender, race, religion or belief. We aim to show respectful awareness of the cultural diversity in our society: both locally and on a wider basis.

We aim to acknowledge and value each child's individual stage, ability, disability, culture, religion or belief and family group. This will give the children the self-confidence to move on to the next stage in their development.

We actively seek to challenge sexism and promote equal opportunities for boys and girls, women and men and all genders. We promote equality of opportunity for children with special needs and disabilities, and their families.

### Procedures

In order to achieve this, we will:

- Organise and monitor our provision to ensure that all children have access to the full range of activities
- Creating an environment of mutual respect and tolerance
- Communicate information, written and spoken, as far as possible, in as many languages as necessary (external help may be sought)
- Recognise that parents and carers are young children's first educators, and welcome their involvement in our setting to ensure that the children's home-based learning and learning opportunities we offer extend and reinforce each other

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- Recognise and respect bilingual children and adults and value their languages and skills by labelling, sign of the week, colour of the week, in their home language.
- Never make a child feel inadequate on account of their lack of linguistic skills, whether this is due to English being their second language, a learning difficulty, or a disability that affects their speech
- Ensure the medical, cultural, and dietary needs of children, families, and adults working in the setting will be met
- Plan our programme to extend the children's experience and knowledge of other cultures, languages, and celebrations by inviting those to share their festival with the rest of the group, if they wish to do so, or share a story of their everyday life at group time
- Ensure that the activities and resources reflect positive and realistic images of the diversity of our society by discussing a range of different festivals, together with the stories, celebrations, food and clothing they involve
- Provide our early year's childcare based on equality of opportunity for all children and their families, including looked after children
- Make children aware that discriminatory behaviour or remarks are inappropriate. We will encourage a response that is sensitive to the feelings of the victim and will help those responsible to understand and overcome their prejudices
- Enable adults with disabilities to take part in our activities, e.g. Summer trips, where it is safe and reasonable to do so
- Monitor our practice, and will have regular meetings to discuss how to improve our practice and procedures
- Vary times of meetings and social events to ensure that all who wish to be involved have an equal opportunity to do so
- Monitor our staff recruitment procedures to ensure it is fair and open to all, using a fair and open interview system to ensure applicants meet all the essential criteria outlined in our Job Description and Specification
- Offer a flexible payment system of fees for families of different means
- Ensure staff regularly attend Inclusion training sessions and workshops, and keep their knowledge up-to-date on equality and diversity issues
- Work closely with Parents/Carers and other agencies
- Have a regard for the Special Educational Needs (SEN) Code of Practice when working with all children.

## Other Related Policies & Procedures

*The following policies provide additional information regarding the safeguarding and welfare of the children in our care:*

- *Admissions Policy*
- *Anti-bullying Policy*
- *Children's Records Policy*
- *Children's Rights & Entitlement Policy*
- *Committee Policy*
- *Complaints Policy*
- *Confidentiality & Client Access Policy*
- *Diversity & Equality Policy*
- *Emergency Closure Policy*
- *Employment & Staffing Policy*
- *E-safety Policy*
- *EYPP Policy*
- *Fees, Charges & Non Payment Policy*
- *First Aid Policy*
- *Food & Drink Policy*
- *GDPR Policy*
- *Health & Safety Policy*
- *Information Sharing Policy*
- *Jewellery Policy*
- *Key Person & Settling In Policy*
- *LADO Policy*
- *Looked After Children Policy*
- *Managing Children & Staff Allergies Policy*
- *Mobile, Camera & Social Media Policy*
- *Nappy Changing Policy*
- *No Smoking Policy*
- *Outdoor Play Policy*

- *Outings & Visits Policy*
- *Parent Involvement Policy*
- *Parents Alcohol & Drug Misuse Policy*
- *Photography & Video Policy*
- *Physical Contact & Handling Policy*
- *Prevent & British Values Policy*
- *Positive Behaviour Policy*
- *Provider Records Policy*
- *Recording & Reporting of Accidents & Incidents Policy*
- *Safeguarding Policy*
- *Security Policy*
- *Special Education Needs & Inclusion Policy*
- *Staff Behaviour Policy*
- *Staffing & Volunteers Policy*
- *Suitable Persons Protection*
- *Toileting Policy*
- *Transfer of Records Policy*
- *Uncollected or Lost Children Policy*
- *Usage, Storage & Retention Policy*
- *Vaccination Policy*
- *Working in Partnership Policy*

*This policy will be monitored and evaluated at committee meetings. It will be reviewed annually and unless new legislation or an incident occurs which requires an immediate review of this policy*

**December 2022**

**Review Date: December 2023**

**\*This Notice was adopted by the committee on 26/01/21**

**Signed: Alice Symonds** \_\_\_\_\_

\*This document was agreed via email by our Trustees as we were unable to hold our policy meeting due to the Covid-19 virus (Jan 2021)

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EY2647913, Charity Number: 1076656

**Reviewed Date: 12/12/22**

**Signature: *Mrs AL Mann-Boe***

**Amendments: Removed FS Policies**

**Reviewed Date:**

**Signature:**

**Amendments:**

**Reviewed Date:**

**Signature:**

**Amendments:**

**Reviewed Date:**

**Signature:**

**Amendments:**

**Reviewed Date:**

**Signature:**

**Amendments:**