**VALUING DIVERSITY AND PROMOTING EQUALITY POLICY.**

Cowling Preschool ensures that our service is fully inclusive in meeting the needs of all children, whatever their social, economic, ethnic, cultural or religious background.

**Policy Statement.**

Children grow up in diverse family structures, and come from diverse backgrounds. Some children may have close links with a large family, some may be more removed from close kin or live with other relatives or foster carers. Some children have needs that arise from disability or impairment. Some families experience social exclusion or severe hardship; some face discrimination and prejudice because of their ethnicity, the language they speak, their religious beliefs, their gender or their impairment. We understand that these factors affect the well-being of children and can impact their learning and attainment. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

**Procedures.**

We aim to:

* Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
* Include and value the contribution of all families to our understanding of equality and diversity;
* Provide positive non-stereotyping information about gender roles and diverse family structures, diverse ethnic and cultural groups and disabled people;
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
* Challenge and eliminate discriminatory actions;
* Make inclusion a thread that runs through all of the activities of the setting; and
* Foster good relations between all communities.

Admissions.

* Our setting is open to all members of the community.
* We reflect the diversity of our society in our publicity and promotional materials.
* We provide information in clear, concise language, whether in spoken or written form.
* We provide information in as many languages as required.
* We base our admissions policy on a fair system.
* We ensure that all parents are aware of our equal opportunities policy.
* We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act 2010. These are:

1. Disability;
2. Race;
3. Gender reassignment;
4. Religion or belief;
5. Sex;
6. Sexual orientation;
7. Age;
8. Pregnancy and maternity;
9. Marriage and civil partnership.

* We do not discriminate against a child with a disability or refuse a child entry to our setting for reason relating to disability.
* We develop an action plan to ensure that people with impairments can participate successfully in the services offered by the setting and in the curriculum offered.
* We take action against any discriminatory behaviour by staff or parents whether by direct or indirect discrimination, association or perception.
* Displaying of discriminatory or possibly offensive materials, name calling or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment.

* Posts are advertised and all applicants are judged against explicit and fair criteria.
* Applicants are welcome from all backgrounds and posts are open to all.
* We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
* The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
* Our application processes are monitored to ensure that it is fair and accessible.

Training.

* We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practises, which enable all children to flourish.
* We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
* We review our practises to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum.

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. We do this by:

* Making children feel valued and good about themselves and others;
* Ensuring that children have equality of access to learning;
* Undertaking an access audit to establish if the setting is accessible to all children;
* Making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
* Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities.
* Positively reflecting the widest possible range of communities in the choice of resources;
* Avoiding stereotypes or derogatory images in the selection of books or other visual materials;
* Celebrating a wide range of festivals;
* Creating an environment of mutual respect and tolerance;
* Differentiating the curriculum to meet the children’s special educational needs;
* Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
* Ensuring that the curriculum offered is inclusive of all children with special educational needs and children with disabilities;
* Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
* Ensuring that children speaking languages other than English are supported in the maintenance and development of their home language.

Valuing diversity in families.

* We welcome the diversity of family lifestyles and work with all families.
* We encourage children to contribute stories of their everyday life to the setting.
* We encourage mothers, fathers and other carers to take part in the life of the setting and to contribute fully.
* For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
* We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.
* We take positive action to encourage disadvantaged and under-represented groups to use the setting.

Food.

* We work in partnership with parents to ensure the dietary requirements of children that arise from their medical, religious or cultural needs are met.
* We help children to learn about a range of food and of 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 setting.
* We positively encourage fathers to be involved in the setting especially those fathers who do not live with the child.
* Information about meetings is communicated in a variety of ways – written, verbal and in translation if required – to ensure that all mothers and fathers have information about and access to the meetings.

Monitoring and Reviewing.

* To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.
* We provide a complaints procedure and a complaints summary record for parents to see.

**This policy was adopted on .………………………………….......**

**Date to be reviewed ...…………………………………….**

**Signed on behalf of the management committee …………………………………………**

**Name of signatory …………………………………………**

**Role of signatory (e.g. Chair/owner) …………………………………………**