



*Together, caring and learning*

## **Equal Opportunities and Inclusion Policy**

Salway Christian preschool welcomes all families and is committed to taking positive action to eliminate discrimination in all areas of its work. We believe that no family or child should be disadvantaged in any way and that all children have a right to grow up and learn in an environment free from prejudice and without discrimination. We therefore promote equal opportunities with regard to employment, training and admissions. We aim to help children fulfil their potential through a curriculum that caters for the needs of all children regardless of their backgrounds and cultures.

### **Legislation Framework**

Equality Act (2010)

SENDA (2001)

### **Recruitment and employment**

Job vacancies are advertised and all applications are treated fairly. Candidates are interviewed following specific criteria and selected by the manager and chair of the committee.

Our setting will appoint the best person for the job. No applicant will be rejected on the grounds of age, gender, sexuality, social status, means, family status, disability, colour, ethnic origin, religion or belief. Successful candidates will be appointed subject to satisfactory references, medical and a DBS check.

We request that all applicants understand and support our Christian ethos and beliefs. Commitment to the setting's equal opportunities and inclusion policy forms a part of the job description of every staff member

All staff have written contracts of employment and their contract will be honoured in full. All staff receive regular supervisions and support to carry out their duties at pre –school and all staff are expected to undergo regular training to help their personal development and their work at pre-school.

### **Families**

We promote partnership with parents and carers from all types of family to ensure the individual needs of children are met. (see separate Parental Partnership Policy)

All parents are encouraged to be fully involved in the life of pre-school sharing their experiences, cultures etc.

Meetings are arranged to suit the needs of different families.

We offer a flexible payment system for families of differing means.

## **Admissions**

We operate a waiting list but as well as time on the list will take into account the following factors: age of child, distance from preschool, any SEN or disability, length of time in neighbourhood and individual family circumstances such as the birth of a sibling.

## **Resources**

Our setting values multi-cultural and multi-racial diversity. Every member of the setting's community should feel that their language, religion and culture are valued and respected. Activities and the use of play equipment must offer children opportunities to develop a positive attitude to diversity in an environment free from prejudice and discrimination. Children are encouraged to explore, acknowledge and value similarities and differences between themselves and others.

Resources are chosen to give children a balanced view of the world and an appreciation of the diversity of our multi-racial society.

We aim to promote self-respect by avoiding stereotypes and derogatory pictures or messages about any group of people.

## **Inclusion**

Our setting recognises the wide range of children and families in our community. The well-being and development of every child matter and we are committed to the inclusion of all children and their parents within our pre-school. We will therefore:

- Ensure that all children have full access to the play opportunities offered within the pre-school
- Seek out resources, for example books, posters, and jigsaws etc., which portray positive images of diversity
- Ensure that each child receives regular adult support and attention and monitor children's progress on an individual basis
- Endeavour to offer additional support to parents/carers that require assistance with communication (spoken and/or written)
- Ensure that visitors from the community are welcomed and that children meet both men and women, people from other cultures and ethnic groups as well as people with disabilities so the children can appreciate our differences.
- Work in partnership with parents to ensure that the medical, cultural and dietary needs of their children are met. We help children to learn about a range of food, cultural approaches to snack times and eating in order that they understand the differences among them.
- Communicate Information, written and spoken, in as many languages as necessary.
- Value and respect bilingual/multilingual children and adults as an asset to the pre-school.

## **Christian Ethos**

While we welcome families from all traditions and cultures, we do expect that families who send their children to Salway respect the Christian ethos of the group. This means that we only celebrate Christian festivals, and that each day there will be a bible story and a prayer.

We do however encourage children from other faiths to share their experiences of festivals they have celebrated. We always respect and value the different religious experiences of children in the group.

We condemn discrimination because it is illegal, offensive and wrong. Disciplinary procedures will be enforced upon staff, who display any form of discriminatory practice (please refer to the setting's Disciplinary Procedure and Code of Conduct).

Discrimination from a user of the setting is directly addressed. The staff will respond to discriminatory remarks/behaviour by being sensitive to the feelings of the victim and by offering help to those responsible to overcome their prejudice.

We plan activities to promote inclusion and diversity and children are encouraged to share their views. Negative views are challenged through constructive conversation and appropriate activities.

Reviewed March 18