



Bo Peeps Preschool Ltd,
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EQUAL OPPORTUNITIES & STRATEGIES FOR EQUAL OPPORTUNITIES

Valuing diversity and promoting equality

Policy statement

The Pre – School Learning Alliance is committed to helping Pre – Schools provide equality of opportunity for all children and families. As a member of the Pre – School Learning Alliance, Bopeeps Pre – School believes that no child, individual or family should be excluded from the Pre – Schools activities on the grounds of age, social and economic background, gender, ability or disability ,sexuality, colour, ethnic culture, religion, or belief. Bopeeps is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to ensure that all who wish to work or help with the Pre – School have an equal chance to do so.

Procedures

Admissions

Bopeeps Pre – School is open to all members of the community.

We base our admissions policy on a fair system.

We ensure that all parents are made 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 colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.

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 disabilities 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. Displaying of openly discriminatory

and 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 where possible and all applicants are judged against explicit and fair criteria.

Applicants are welcome from all backgrounds and posts are open to all.

The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau (DBS). This ensures fairness in the selection process.

No application will be rejected on the grounds of age, gender, sexuality, class, means family status, disability, colour, ethnic origin, culture, religion or belief.

All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.

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 anti-discriminatory and inclusive practices, 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 practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

The curriculum offered at Bopeeps Pre – School 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. Activities and the use of play equipment offer children the opportunities to develop in an environment free from prejudice and discrimination.

Environment

Our environment is as accessible as possible for all children, parents and visitors. We do this by:

making children feel valued and good about themselves;

ensuring that children have equality of access to learning;

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, e.g. recognising the different learning styles of girls and boys;

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 range of festivals;
creating an environment of mutual respect and tolerance;
differentiating the curriculum to meet 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 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 languages.

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 parents/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.

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 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.

Information about meetings is communicated in a variety of ways - written, verbal and in translation, when possible, - to ensure that all parents 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.

Discriminatory Behaviour/Remarks

Such behaviour by the children is unacceptable in the Pre – School. Staff will encourage children to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome prejudices.

Any staff using discriminatory behaviour/remarks will be dealt with in accordance with the staff discipline procedure as such behaviour is totally unacceptable.

Language

Information written and spoken will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognized and respected in the Pre – School.

STRATEGIES FOR EQUAL OPPORTUNITIES

All staff will read the Bopeeps policy for Equal Opportunities on their induction session.

All staff will work within the guidelines of the Equal Opportunities Policy.

Any incidents covered by the Equal Opportunities Policy will be discussed with the Equal Opportunities representative for Bopeeps Pre – School.

Any serious breach of the policy will be reported to the Pre – School Leader.

The policy will be reviewed at regular intervals and updated accordingly

Equal Opportunities will be worked by a team approach, with all Pre – School Staff and Committee members.

Legal framework

The Equality Act 2006

Disability Discrimination Act (DDA) 1995, 2005

Race Relations Act 1976

Race Relations Amendment Act 2000

Sex Discrimination Act 1976, 1986

Children Act 1989, 2004

Special Educational Needs and Disability Act 2001

Other useful Pre-school Learning Alliance publications

Embracing Equality (2007)

Policy Implemented Date: September 2017

Policy Review Date: September 2019