



Equality and Diversity

The Little Explorers Preschool believes in the unique value of every child and is therefore committed to meeting each child's individual needs. We will do our best to provide equal opportunities for all children and families who come to our setting, as well as promoting equal opportunities in our employment practices.

Our preschool is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

Aims:

- To help everyone involved in the preschool to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.
- To provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We invite parents to share their cultures and festivals with the preschool if they wish.
- To promote the active involvement of parents/carers, as set out in the Partnership working policy.
- We will make every effort to recognise and respond to the needs of all the children, and by observation and assessment, make special provision for those who have special needs which may require particular support and help. In order to keep this in mind we have a policy for Special Needs and a designated INCCO for the staff.

To realise the preschool's objective of creating an environment free from discrimination and welcoming to all, the preschool has the following procedures

Admissions

- We ensure that our services are open and available to all parents/carers and children in the local community.
- We reflect the diversity of members of our community in our publicity and promotional materials.
- We ensure that issues of race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Preschool's services.

Seeking support from the Vulnerable Learners Service as and when required.

- We treat all children and their parents/carers with equal concern and value.

Activities

- We have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the preschool's programme of activities.
- We help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- The preschool aims to provide positive non-stereotyping information and role model behaviour about gender roles, diverse ethnic and cultural groups and people with disabilities
- We positively reflect the widest possible range of communities in the choice of resources; and avoid stereotypes or derogatory images in the selection of books and other visual materials. We will promote good relations with people of all cultures, in our play, stories, our group times and our behaviour.
- We endeavour to create an environment of mutual respect and tolerance and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable. We are committed to delivering an education that promotes and fosters the positive use of language. We will not allow derogatory name-calling or abusive language of any kind.
- The preschool will challenge and take action against any offensive or discriminatory behaviour, language or attitudes with regards to race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, disability and age.
- We ensure that the activities offered are inclusive of all children.
- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met
- We encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and we challenge and take action against any discriminatory incident, according to the provisions set out in the disciplinary procedures within the Staff Behaviour Policy and the Feeling and Behavioural Support Policy.

Employment and staffing

- As an Equal Opportunities provider, we ensure that the preschool's recruitment processes are open, fair and non-discriminatory and it is

our policy to recruit the best person for the role and this will be the only criterion for appointment. Once appointed, each employee will be fairly treated, and encouraged to develop professionally as far as he/she is able.

- We endeavour to recruit a staff team that reflects the make-up of the preschool's local community.
- We ensure that all members of staff are aware of, and understand, this Equality and Diversity policy.
- 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 take action against any member of staff found to be acting, or have been acting, in a discriminatory way. Please see disciplinary procedure.

All the preschool's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

Our designated Equality and Diversity staff members are: Cheryl Moore & Lynne Caperton

Adopted date: Sept 2016

Review date: