

Little Frogs Pre-School


Equality and Diversity Policy

Little Frogs Pre School works in accordance with all relevant legislation, including:

- Equality Act 2010
- Sex Discrimination Act 1986
- Children Act 2004
- Employment Rights Act 1976
- Human Rights Act 2000
- Special Educational Needs & Disability Act 2001
- Asylum & Immigration Act 2004

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our Pre-School have an equal chance to do so.

This Policy and the provision's practices will be reviewed periodically and kept up to date in accordance with any changes in legislation.

Policy Approved By:  Date: 4/3/15

(On Behalf of the Management Committee of Little Frogs Pre-School)

Admissions

The Pre-School is open to every family in the community" Families joining the Pre - School are made aware of its Equal Opportunities Policy which is regularly reviewed.

Employment

Little Frogs Pre School aims to employ the best possible staff and intends to offer equality of opportunity by ensuring that no person is disadvantaged or discriminated against in seeking employment or for any other reason during their employment with us.

Applicants will be considered on the basis of their suitability for the post, regardless of age, gender, race, culture, religious belief, ethnic origin, sexual orientation and disability. You will be assessed on your ability to meet the criteria set out in the person specification, so it is essential that you provide evidence of the skills and experience required for the post, preferably using specific examples.

We welcome applications from all sections of the community and value the individual differences that people can bring to the organisation. Little Frogs Pre School expects all successful candidates to support our Diversity and Equality Policy.

Families

The Pre - School recognises that many different types of family successfully love and care for children.

The Pre - School offers a flexible payment system for families with differing means.

Festivals

Our aim is to show awareness of all the major events in the lives of the children and families in the Pre - School, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the Pre - School;

- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

- Before introducing a festival with which the adults in the Pre - School are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.
- Children and families who celebrate at home with which the rest of the Pre - School is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special food and clothing they involve, as part of the diversity of life.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi - racial society.

Materials will be selected to help children to develop self - respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Inclusion

The Pre-School recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for Pre-School meetings and events will take into account the needs of people with additional educational and physical needs.

Discriminatory Behaviour Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Pre-School.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and make it clear that such behaviour / remarks will not be tolerated.

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 recognised and respected in the Pre - School.

Food

Working in partnership with parents, children's medical, cultural and dietary needs will be met.

Meetings

The Pre-School will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the Pre-School.