



Equal Opportunities Policy

At St Paul's Preschool we believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the early years, and encourage an anti-discriminatory approach to the world in general and other human beings in particular. We believe that all people should have an equal opportunity to learn, develop and grow with dignity in a community of mutual respect.

We acknowledged the Equality Act 2010 and the nine protected characteristics—

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

We will ensure that:

- New members of staff, including students and volunteers, receive copies of the Equal Opportunities Policy, and that this is discussed with them during their induction meeting.
- Inappropriate attitudes and behaviors will be challenged.
- The Equal Opportunities Policy is made available to all parents and carers.
- Staff, parents and children are involved in the planning and implementation of the policy.
- Every effort is made to translate the policy into the languages commonly used in the local community.
- Parents who are experiencing problems with the English language, either spoken or written, are offered support.
- Every effort is made to use the child's first language. When this is not feasible other agencies will be contacted for advice and assistance. See our English as an Additional Language Policy
- The help of senior staff and key workers is offered to assist and support families.
- Every effort is made to obtain suitable specialist equipment, aids or resources.
- The premises are accessible to anyone with any form of disability.
- Where possible volunteers, local speakers or personalities who reflect the diversity of the local community are invited to visit the preschool.

Our practice

- The Equal Opportunities Policy applies to every staff member, parent, carer and child. Each person

HEALTHY EATING AND REGULAR EXERCISE IN THE YOUNG

is valued as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for.

- No one within the preschool will be subjected to discrimination, racist comments or gender bias. Cultural or religious diversity is respected.
- We hold a discussion with parents before their child starts at the preschool to establish their concerns about their child's specific emotional, medical, cultural or religious needs. This takes place or during the induction process. The parents' contribution is recorded and relayed to other members of staff at the relevant staff meeting.
- We value parents as their children's first educators, and staff work closely with parents to share information, experiences, conversation and quality time, thus promoting positive role models for their children.
- We cater for cultural, religious and medical differences at all snack and lunchtimes.
- We celebrate a variety of festivals and special events each year from cultures represented within our community and outside.
- Our curriculum plan takes into account each child's individual route to learning.
- We give the children equal opportunities and equal access to the full range of activities available, including visits and trips outside of the preschool
- We monitor activities on a regular basis to ensure that every child has freedom of choice, time for discovery, and support, when it is necessary.
- During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. Staff ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. We explain why, talk things through and praise positive behaviour.
- We will ensure that all families have an equal opportunity to be involved in any meetings held regarding the running of the preschool by taking into consideration the time, place and conduct of such meetings. Planning for preschool meetings and events will take into account the needs of people with disabilities.
- We challenge and deal with inappropriate practices and attitudes promptly in accordance with our disciplinary procedures.
- We record any seriously inappropriate racist or sexist comments made by children and staff, including volunteers and students.

British Values

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of different faiths and beliefs

The Statutory Framework for the Early Year Foundation Stage (2014) links with the expectation that early years practitioners will promote fundamental British values

St Paul's Preschool will ensure the following:

- provide staff with sufficient training to be able to recognise this vulnerability (Radicalisation) and be aware of what action to take in response

- understand when to make referrals to the Channel programme and where to get additional advice and support.
- keep children safe and promote their welfare
- be alert to any safeguarding and child protection issues in the child's life at home or elsewhere
- take action to protect children from harm and be alert to harmful behaviour by other adults in the child's life.
- focus on children's personal, social and emotional development
- ensure children learn right from wrong, mix and share with other children and value other's views, know about similarities and differences between themselves and others, and challenge negative attitudes and stereotypes (in an age appropriate way)

To do this practitioners will:

- Listen to children
- Share appropriate information with parents
- Listen to parents
- Report concerns
- Challenge negative behaviour
- Focus on what children need
- Support children's Personal, social and emotional development by helping children to develop a positive sense of themselves, and others; to form positive relationships and develop respect for others; to develop social skills and learn how to manage their feelings; to understand appropriate behaviour in groups; and to have confidence in their own abilities.

Staff training

- We take great care to apply the Equal Opportunities Policy when advertising for, interviewing and appointing staff.
- We keep staff informed and updated on new legislation, and train them accordingly.
- We give the opportunity to attend courses to staff who:
 1. Have identified an area in which they wish to improve their own knowledge and expertise
 2. Have been identified through an inspection or an in-house appraisal as having a training need
 3. Want to further their own personal development.
- We expect all staff to behave in a professional manner, follow the above policy and try to be consistent, sensitive and fair. We expect them to challenge others who make inadvertent racist, sexist or insensitive remarks.
- The Equalities Coordinator for the preschool is Sandra Morahan. Sandra is responsible for co-ordinating, advising on and reporting back to the parent trustees on how successfully the Equal Opportunities Policy has been implemented.

Equipment

- We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities and disabilities and gender in and around the preschool.

Equality Act 2010

Legislation and Regulations

Early Years Foundation Stage 2014



SEND Code of Practice 2014

Disabled Persons Act 1958, 1986

Race Relations Act 1976

Race Relations Amendment Act 2000

Sex Discrimination Act 1986

Children Act 1989

Special Educational Needs and Disability Act 2001

Approval by the Management Committee:	
Signed:	
Chair:	
Date:	
The next review by the Management Committee will be:	