

Equal Opportunities and Inclusion Policy



Magdalen Gates
Preschool

Statement of Intent

Our preschool is committed to providing equality of opportunity and anti-discriminatory practice for all staff, children and families. We believe that no child, individual or family should be excluded from the pre-school's activities on the grounds of age, disability, gender reassignment, religion or belief, sex, sexual orientation, marriage & civil partnership, pregnancy & maternity.

Aim

We aim to :

- Provide a secure environment in which all our children can flourish and in which all contributions are valued;
- Provide a welcoming atmosphere with approachable staff;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity; and
- Make inclusion a thread which runs through all the activities of the pre-school.

The legal framework for this policy is :

- The Equality Act 2010

We also refer to the following publications:

- Early Years Foundation Stage statutory framework (2014)
- NDNA Factsheet "Equality Act 2010"
- Government Equalities Office "Equalities Act 2010 A summary guide for voluntary and community sector service providers"

Types of Discrimination (as defined by the Equalities Act 2010)

1. Direct Discrimination – occurs when a person is treated less favourably because of a protected characteristic
2. Discrimination by Association – when a person is treated less favourably because they are linked or associated with a person who has a protected characteristic
3. Discrimination by Perception – occurs when a person is treated less favourably because they are perceived to have a protected characteristic – they may not actually have the protected characteristic.
4. Indirect Discrimination – can occur when there is a rule, policy or practice that applies to everyone but which particularly disadvantages people who share a particular protected characteristic.
5. Harassment – unwanted behaviour related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
6. Victimisation – occurs when an employee is treated badly or put to a detriment because they have made or supported a complaint or raised a grievance under the Equality Act or have been suspected of doing so. The person is not protected by the Equality Act if they have maliciously made or supported an untrue complaint.

Protected Characteristics (as defined by the Equality Act 2010)

1. Age
2. Disability – a new strand of discrimination has been added to this characteristic known as “discrimination arising from disability”. This occurs when a person discriminates against an individual because of factors arising from their disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

What we do

Admissions

Our pre-school is open to all members of the community.

- We advertise widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language (spoken or written)
- We will provide information in as many languages as is possible or appropriate.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our pre-school because of disability or any protected characteristic.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the pre-school and in the curriculum offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and Criminal Records Bureau checks. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.
- We do not ask health related questions or complete health questionnaires prior to the offer of a position (not at the candidate selection or interview stage). Once an offer of work (conditional or unconditional) has been made, we may make enquiries about their condition on the basis that this is to enquire how it will affect their ability to undertake the role.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- Ensure all staff have a basic knowledge and understanding of the faiths and cultures represented at Magdalen Gates Preschool.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.
- We recognise the need for training in race equality.

- All staff have access to equality training when available locally.

Curriculum

The curriculum offered in the pre-school encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by :

- Making children feel valued and good about themselves;
- ensuring that children have equality of access to learning;
- reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of materials;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities; and
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

Valuing Diversity in Families

- Magdalen Gates Preschool is committed to challenging and eradicating racism.
- Magdalen Gates preschool welcomes all families equally.
- We have accurate information about all children including ethnicity, religion and naming.
- We spell and pronounce names correctly.
- We encourage children to contribute stories of their everyday life into the pre-school.
- We encourage parents/carers to take part in the life of the pre-school and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- Discriminatory behaviour or remarks will not be and are not accepted within the pre-school.

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, 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 preschool.
- Information about meetings is communicated in a variety of ways - written, verbal and in translation (where necessary) - to ensure that all parents have information about meetings.

All planning for preschool meetings, activities and events will take into account the needs of our members.

Language

- Information, written and spoken, will be clearly communicated in as many languages as is necessary and possible. This will be done in consultation with parents so that their needs are catered for where necessary.
- Bilingual/multilingual children and adults are an asset. They will be valued and

their languages recognised and respected in the pre-school.

- We will seek guidance, where necessary, from the English Language Support Service 01603 727890 or the IN TRAN language line telephone interpreting service 0845 3109900.

Special Educational Needs and Disabilities

- Children will not be treated in any way differently to others due to their individual physical disabilities or needs.
- Our SENCO is Vicky Wilson
- We follow the SEN Code of Practice and our SEN Policy.
- Provision will be made for the individual special needs of children at Magdalen Gates preschool.
- We plan for full participation in learning and physical and practical activity using for example : additional adult support, adapting activities or providing alternatives, using specialist equipment.
- The key person is in place early and if appropriate meets with the child and family prior to starting at Magdalen Gates Preschool

Festivals

Our aim is to show respectful 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 came.

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 belief or religion, children will be made aware of the festivals that are celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival in 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 festivals 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 the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

Resources

Our resources reflect cultural and ethnic diversity and do not promote negative stereotypes. These will be chosen to give children a balance view of the world and an appreciation of the rich diversity of our society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words that positively reflect the contributions of all members of society.

What we do if things go wrong?

1. Discriminatory behaviour – discriminatory behaviour or remarks will not be and are not accepted within Magdalen Gates Preschool
2. Complaints – complaints with respect to equal opportunities / discrimination will be handled following our complaints procedure.
- 3.

Keeping the Equal Opportunities and inclusion policy up to date

1. We monitor and evaluate the procedures in this policy regularly.
2. We review the legal aspects of the policy annually or as changes occur. We obtain regular legal updates on all aspects of the law relating to operating a charity, and amend our policy accordingly.

Policy Updated January 2017