



CATEY Pre-School, Church Lane, Cockfield, Suffolk, IP30 0LA
Telephone: 01284 827274

Equality and Opportunity policy

Statement of intent

Our pre-school is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Our Special Educational Needs and Inclusion co-ordinator is Teresa Rutterford.

Aim

We aim to:

- provide a secure environment in which all our children can flourish and in which all contributions are valued;
- 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 of the activities of the pre-school.

The legal framework for this policy is :

- Race relations act 1976;
- Race relations amendment act 2000
- Sex discrimination act 1975 & 1986
- Children act 1989
- Special educational needs and disability act 2001
- Disabled persons act 1958 & 1986
- Disability discrimination act 1995
- Human rights act 1988
- SEN Code of practice

Methods

Admissions

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

- We advertise our service widely in places accessible to allof the community.
- We reflect the diversity of members of our community in our publicity and promotional materials.
- We provide information in clear, concise language, in whatever form suits peoples needs best.
- We provide information in as many languages as possible, when required.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equal opportunities policy.

Charity registration number: 1135211

CATEY Pre-school is committed to the welfare & safeguarding of its children, Staff and Volunteers at all times.



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- 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 applications are judged against explicit and fair criteria.
- The applicant who best suits the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. 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.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

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, with contributions from the children and families if they wish to do so;
- Creating an environment of mutual respect and acceptance;
- Helping children to understand that discriminatory behaviour and remarks are unacceptable;
- Ensuring that the curriculum offered is in line with the EYFS and nurtures children's individual journey to learning;
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

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Valuing Diversity in Families:

- We welcome and value the diversity of family life and work with all families.
- 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. We offer a flexible payment system for families of differing means.

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, 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 Pre-School.
- Information about meetings is communicated in a variety of ways- written, verbal and in translation- to ensure that all parents have information about access to the meetings.

This policy was adopted at a meeting of Catey Pre-school

Held on

Signed on behalf of the pre-school.....

Name of signatory.....Role.....

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