



Inclusion Policy

We intend to ensure equality of opportunity so that no person should be disadvantaged or discriminated against on the grounds of race, sex, religion, class or disability when seeking employment, a place for a child, or for any reason during their involvement with Polesden Lacey Playschool.

Admissions

The Playschool is open to every family in the community. The waiting list is not operated on a first come, first served basis. Please refer to our Admissions & Fees Policy for full details.

All our policies are available to families joining the Playschool. They are included in our Parent File and available on our website (www.polesdenlaceyplays.wixsite.com/playschool/).

Employment

The Playschool will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Commitment to implementing the groups Inclusion Policy, will form part of the job description for all workers.

Families

The Playschool recognises that many types of family successfully love and care for children.

The Playschool can offer a flexible payment system for families from differing means.

Festivals

Our aim is to show respectful awareness of other cultures and the major events in the lives of children and families, both within Playschool and the wider world and to welcome diversity of backgrounds from which children come.

In order to achieve this, we aim to acknowledge the festivals which are celebrated in our area and/or by the families involved in the Playschool.

Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated.



Children and families who celebrate festivals with which the rest of the Playschool is not familiar, will be invited to share their festival with the rest of the group, if they themselves wish to do so.

Before introducing a festival with which the adults in the Playschool are not themselves familiar, appropriate advice will be sought.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of the 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 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 their self-respect and to respect other people.

Special Needs

The Playschool recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. The Playschool strives to be aware of and to meet the special needs of children attending.

Planning for Playschool meetings and events will take into account the needs of people with disabilities.

Discriminatory Behaviour and Remarks

These are unacceptable at Playschool. The response will aim to be sensitive to the feelings of the victim and to help those responsible to understand and overcome their prejudices.

Language

Bilingual and multilingual children and adults are an asset. They will be valued and their language recognised and respected in the Playschool.



Food

Medical, cultural and dietary needs will be met where known.

Nuts are not used in cooking activities nor offered at snack time. Parents are asked to not include nut products in children's packed lunches.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Playschool by joining the Committee.

Reviews

This policy is held on the Playschool's Website (polesdenlaceyplays.wix.com/playschool) and in the policy folder in the cloak room. This policy will be reviewed annually.

This policy was adopted at a meeting of the Playschool Committee held on 20th November 2006 and signed by Gill Hawkins on behalf of the Playschool.

This policy was reviewed and changes agreed at a committee meeting held on:

Date	Signed on behalf of the Playschool
19 th October 2009	Hayley Hamilton, Chair of the Committee
14 th January 2013	Nichola Hooper, Chair of the Committee
9 th June 2014	Alison Harding, Chair of the Committee
9 th March 2017	Natasha Matthews, Chair of the Committee
29 th November 2018	Natasha Matthews, Chair of the Committee
15 th October 2020	Ellie Pragnell, Chair of the Committee