

15. Promoting inclusion, equality and valuing diversity

Statement of intent

Polesden Lacey Playschool takes great care to treat each individual as a person in their own right, with equal rights, whether they are an adult or a child. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief have no place within Playschool.

Aim

We aim to provide a secure environment in which all our children can flourish, and in which all contributions are valued. We include and value the contribution of all families. We provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities. We strive to improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and make inclusion, a thread that runs through all of the activities of the setting.

Practice

Admissions

Our setting is open to all members of the community. The Playschool:

- advertises widely;
- reflects the diversity of our community in our publicity and promotional material;
- provides information in clear, concise language, whether in spoken or written form;
- bases the admissions policy on a fair system;
- ensures that all parents are made aware of our Promoting inclusion, equality and valuing diversity Policy;
- does not discriminate against a child or their family, or prevent entry basis on colour, ethnicity, religion or social background;
- does not discriminate against a child with a disability or refuse a child entry because of any disability;
- has developed an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered; and
- will take action against any discriminatory behaviour by staff or parent/guardians. Displays of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013 where this is necessary to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to Enhanced Disclosure and Barring Service checks for the Childrens' Workforce and employment references. 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 source training opportunities for staff to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Curriculum

The curriculum offered in the Playschool encourages children to develop positive attitudes about themselves and celebrate differences. This encourages children to empathise with others and to begin to develop the skills of critical thinking. We do this by:

- helping children form a healthy identity and level of self-esteem;
- ensuring that children have equality of access to learning;
- recognising the different learning styles of children, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- positively reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of books or other visual 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 hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and disabilities;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the Playschool.
- We encourage parents/guardian to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.

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, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Working with parents and guardians

- Polesden Lacey Playschool believe that a positive relationship between the parent/guardian and the setting is very important in supporting children to reach their potential.
- We make time to listen to the expectations of parent/guardian and to explain our procedures clearly and carefully, particularly when settling a child into the setting.
- When possible, we provide resources in languages other than English for the parent/guardian for whom this is not their first language.
- We are fully aware that the parent/guardian are their children's first educators and an important resource for Playschool, especially in terms of information about their child.
- We need to work with them alongside their children, sharing the benefits of joint education.
- We value the contribution that parent/guardians can make to the setting, we aim to make all parent/guardians feel comfortable enough to share in the daily life of the group.

Working on the Committee

Polesden Lacey Playschool is managed by a voluntary committee of parents and carers who work in tandem with the All of the committee/volunteers will have to have a DBS check.

Discriminatory remarks or behaviour

- As a staff team we aim to recognise and examine our own beliefs and prejudices, being conscious of the effect they have on our practice and seek to overcome them.
- We take all incidents of discrimination very seriously.
- We aim to challenge overt prejudice and discrimination when it occurs in a way that is sensitive and constructive.
- We endeavour to help the person who has offended to see what was wrong with what they did or said and to support them in making any changes.
- We intend to point out untrue statements in a sensitive way and give correct information.
- We regularly review practice and resources to ensure we are continuing to meet the individual needs of the children attending. Addressing equalities issues is an on-going process not a one-off activity.

Policy Review

As part of Polesden Lacey Playschool monitoring of equal opportunities and inclusion this policy will be subject to periodic review.

Playschool staff to ensure the smooth running of the playschool. Without this Committee the playschool would not be able to operate. Each volunteer member of the committee will bring different skills which are invaluable to the running of our playschool. Committee members have worked, or do work in various industries, however it is important to know that to be a committee member you do not need any direct experience to make a difference. Members of the Committee are elected by the parents of the children who attend nursery. These elections take place at our Annual General Meeting which is held during the Autumn Term. Most committee members serve for one year but are entitled to serve for up to ten years if they so wish.

We are members of the Early Years Alliance who provide the Committee with support and guidance, and the Committee adheres to the terms of the Pre-school Learning Alliance Model CIO Constitution for Childcare Providers 2013. In brief, the Committee is responsible for reviewing both policy and practice, and for the employment and appraisal of members of staff, as well as fundraising for the playschool. All parents are welcome to participate in the management of the playschool by joining the Committee.

The Committee is responsible for:

- meeting the Welfare Requirements as set out in the Early Years Foundation stage (EYFS)
- working within our constitution
- employing the staff but not responsible for the day to day running of our settings
- maintaining and administering the finances
- ensuring compliance with health & safety regulations
- keeping up to date with written records
- complying with data protection procedures
- having a duty to safeguard children

All of the committee members are jointly responsible for making any financial or other management decisions.

Policy adopted by: Ellie Pragnell (Chair), Caroline O'Leary (Manager)

Date: September 24

Policy Review Date: September 25