

# Equal Opportunities and Diversity Policy

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Aston Pre-School is committed to providing equality of opportunity for all children and families/carers. We believe that no child, individual or family should be excluded from the group's activities on the grounds of age, gender, sexual bias, class, family status, means, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help with, our Pre-School have an equal chance to do so.

## **Admissions:**

Aston Pre-School is open to every family in the community. The waiting list is not operated on a first come, first served basis but on a fairer system. (See Admissions Policy). We advertise our service widely and provide information in clear, concise language, whether in spoken or written form. We do not discriminate against a child with a disability or refuse a child entry to our Pre-School because of any disability. 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 in the services offered by the Pre-School and in the curriculum offered. Where possible a place will be left spare on each session to enable a place to be offered to a traveller's child.

## **Employment:**

Aston Pre-School will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexual bias, class, means, family status, disability, colour, ethnic origin, culture, religion or belief. Commitment to implementing Aston Pre-School's Equal Opportunities Policy will form part of the job description for all workers. The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.

## **Families and Valuing their Diversity:**

Aston Pre-School equally values the make up of all families in today's world. 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 have access to other services and agencies who are able to help and advise. We offer a flexible payment system for families of differing needs.

## **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 to respect the differences among them.

## **The Curriculum:**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. We celebrate a wide range of festivals reflecting the widest possible range of communities.

**Resources:**

These will be chosen to give children a balanced 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 derogatory pictures or messages about any group of people.

**Additional Needs:**

Aston Pre-School recognises the wide range of additional needs of children and families in their community, and will consider what part it will play in meeting these needs. Planning for Pre-School meetings and events will take into account the needs of people with disabilities.

**Discriminatory Behaviour/Remarks:**

Aston Pre-School consider these to be unacceptable. Our response will aim to be sensitive to the feelings of those involved and to help those responsible to understand and overcome their prejudices. (See Behaviour Management Policy and Code of Conduct).

**Language:**

Information written and spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the Pre-School.

**Meetings:**

The time, place and conduct of all meetings will ensure that all families and staff have an equal opportunity to 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 Aston Pre-School dated .....

Signed on behalf of Aston Pre-School .....