NOAH’S ARK COMMUINTY PRE-SCHOOL

14. EQUALITY AND DIVERSITY POLICY
(September 2023)

**Statement of intent**

We are committed to providing equal opportunities for all the children and families and take positive action to eliminate discrimination in all areas of work. Noah’s Ark Community Pre-School works in accordance with all the relevant legislation, including:

\*Equality Act 2010

\*Special Educational Needs and Disability Act 2001

\*The Human Rights Act 1998 (UK)

\*Data Protection 1998

\*Freedom of Information 2000

\*The disability Discrimination Act 2002

GDPR 2018

Our setting is committed to valuing diversity by providing equality of opportunity, inclusion and anti-discriminatory practice for all children and families.

**Aim**

 We are committed to contributing to a fairer society by promoting equality and good relations for children, young people, parents and carers, partner organisations, staff and job applicants. We believe in giving every individual the opportunity to fulfil their potential. We are committed to treating all individuals with respect and dignity.

Research clearly shows that **diversity in safe environments** produces more creative and effective work products than homogenous groups. We recognise that differences and diversity enrich society and practice, and celebrating diversity is always at the heart of our practice.

All staff is committed to anti-discriminatory practice, and to giving all children and young people the same offer of support, response and protection regardless of:

* Age
* Cultural identity
* Disability / ability / SEND
* Ethnicity
* Financial status
* Gender
* Gender identity (e.g., Trans / gender nonspecific)
* Gender reassignment status
* Health status (e.g., mental health / HIV / substance misuse)
* Housing status
* Immigration status
* Political beliefs
* Pregnancy / maternity / parenthood
* Sexual orientation (e.g., LGBTQ)
* Social class
* Social status
* Relationship status
* Religion / belief

We also aim to:

\*Provide a secure environment in which all out 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 gender roles, diverse ethnic and cultural groups and people with disabilities.

\*Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.

\* Make inclusion a thread that runs through all of the activities of the setting.

**Methods**

**Admissions:**

Our setting is open to all members of the community

\*We advertise our service widely.

\*We reflect the diversity of members of our society in our publicity and promotional materials.

\*We provide information in clear, concise language, whether in spoken or written form.

\*We will endeavour to provide information in as many languages/formats as possible.

\*We base our admissions policy in a fair system.

\*We ensure that all parents are made aware of our equal opportunities policy.

\*We do not discriminate against a child or their family or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background.

\*We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.

\*We will make reasonable adjustments, where possible, to ensure an inclusive environment.

\*We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.

\*We take action against any discriminatory behaviour by staff or parents. Displaying 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**

Any vacancies will be advertised. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience. All applicants will be required to apply for an Enhanced DBS Disclosure. The Community Pre-School complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a disclosure on the basis of a conviction or other information revealed.

The Pre-School will ensure that regular monitoring is undertaken to identify possible improvements to its practices in relation to learning and assessment, management, admissions, access and participation, behaviour and discipline, partnership and community links, staff recruitment, training and career development.

All staff will be given the opportunity to attend training to further develop their own skills and qualifications. Commitment to implementing the Pre-Schools Equal Opportunity Policy will form part of the job description for all workers.

**Families**

The Pre-School recognises that many different types of family groups can do successfully love and care for children.

Children will be encouraged to contribute stories and information about their own family. Parents and carers will be encouraged to be involvement in Pre-School activities.

The Pre-School aims to offer support to all families.

**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 the backgrounds from which they come.

**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 faith, children will be aware of the festivals, which are being celebrated by their own families or others and will be introduced where appropriate to the stores behind the festivals.

\*Before introducing a festival with which the adults within the Pre-School are not themselves familiar, appropriate advice will be sought from various outside agencies and people who are familiar with that festival.

\*Children and families who celebrate festivals at home with which the rest of the Pre-School is not familiar, will be invited to share their festival with the rest of the Pre-School, if they so desire.

\*Children will become familiar with and enjoy taking part in a range of festivals, together with stories, celebrations and special food and clothing they involve, as part of the diversity of life.

\*Whilst we appreciate diversity we will inform parents/carers in advance of festivals. Should any conflicting beliefs arise, then there will be time to discuss with the parent/carer as to how the child will participate.

\*We will create an environment of mutual respect and tolerance and provide equality of access to learning and resources.

**The Curriculum**

All children exploring the wider world.

**Meetings**

The Pre-School will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the Pre-School

This Policy is reviews annually

Date: 3rd September 2023

Signed of behalf of the Pre-School

Position Manager