

EQUALITIES POLICY

We are committed to work within a framework which ensures equality of opportunity for all children. We will comply with the following:

Care Standards Act 1989: Children Act (1989)(2004): Disability
Discrimination act

Human Rights Act 1998: Race Relation Act 1976: Sex
Discrimination Act

Special Educational Needs & Disability Act 2001: UN Convention on the Rights of the Child 1989

Paula Cheetham has been designated as the Equalities Named Co-ordinator (ENCO), her role is:

- To keep a portfolio of Equality issues, liaising with other professionals to update resources & equipment, cascading any new information down to the rest of the team and members,
- To reflect positive images whilst celebrating our diverse society, and valuing our uniqueness.
- To be available to discuss any issues that may arise for children, parent/carers or members of the team.

We believe that the group's activities should be open to all children and families 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

Nutkins is open to every family in the community. We use the following system for accepting children from the waiting list.

- Children are placed on the waiting list according to their term of entry.
- Priority is given to children with siblings already attending the pre-school.
- Children with special needs will be given priority if the pre-school is directly approached by Social Services.
- The pre-school will liaise with the Social Services, and Ofsted, if extenuating circumstances require the registered number of children (presently at 26 per session) to be increased.
- Families joining the pre-school are made aware of its equalities policy, which is annually reviewed along with all the policies.

Information from parents:

We also want parents to feel welcome and involved from the beginning, in order to accomplish this, we aim to create a partnership with parents:

- By creating opportunities for the exchange of information during an induction period.
- By ensuring opportunity for parents to be aware of and celebrate a child's achievements.

See policy on Parental Partnership.

Employment

Any vacancies will be advertised. The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Commitment to implementing the group's Equalities Policy will form part of the job description for all workers. The working conditions, wages & benefits will be the same for all employees.

An induction procedure will be implemented with new staff.

Families.

Nutkins Pre-School recognises that many different types of family group can and do successfully love and care for children. 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 backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge, without indoctrination, all the festivals which are celebrated in our area and/or by the families involved in the pre-school; and where appropriate to the stories behind the festivals.
- When necessary advice will be sought from individuals familiar with a particular festival.
- Children and families, who celebrate unfamiliar festivals at home, will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will be introduced to a festival through the taking part in clothing, foods, and stories.

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. Management of resources within the pre-school will ensure that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them, whilst celebrating any similarities and differences.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our society, avoiding stereotyping and promoting a positive image of the community.

Additional Needs

The pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for pre-school meetings and events will take into account the needs of people with additional needs and disabilities.

See SEN Policy

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the pre-school. Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

Language

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. Liaison between Nutkins and the parents will support the use of bilingual speech; additional support from EMAS will be sought when necessary. Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in Nutkins.

Food

Working in partnership with parents, children's medical, cultural and dietary needs will be met.

Meetings.

The pre-school will make every effort to ensure that the timing & venue will 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. An individuals request for a meeting time will be accommodated whenever possible.

This policy was adopted at a meeting of Nutkins Pre-School held on.....

Signed on behalf of Nutkins Pre-School by