

# EQUALITY AND DIVERSITY POLICY

## Statement of Intent

Our playgroup is committed providing equality of opportunity and anti-discriminatory practice for all children and families.

## Aim

We aim to:

- Provide a secure environment in which all our 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 different ethnic groups and people with disabilities.
- Improve our knowledge and understanding of issues of equality and diversity.
- Make inclusion a thread which runs through all of the activities of the playgroup.

The legal framework for this policy is:

- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989

## Methods

### Admissions

The Playgroup 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. The system for accepting children from the waiting list is detailed under the **Admission Policy**.

### Employment

The Playgroup will appoint the best person for each job and will treat all applicants for jobs and all those appointed. **See Staffing and Employment policy.**

### Training

We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.

We review our practices to ensure that we are fully implementing our policy for equality and diversity.

### Curriculum

The curriculum offered in the playgroup encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of materials.
- Celebrating a wide range of festivals and holidays.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

### **Families**

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the playgroup
- We encourage parents/carers to take part in the life of the playgroup and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- The Playgroup offers a flexible payment system for families with differing means.

### **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 and to respect the differences among them.

### **Meetings**

Meetings are arranged to ensure that all families who wish to may be involved in the running of the playgroup. Information about such meetings is communicated in a variety of ways.

*This policy was adopted at a meeting of the Playgroup held on 3rd April 2006.*