**Equality and Diversity Policy**

**Statement of Intent**

We will ensure that our setting is fully inclusive in meeting high standards of care, learning and play environments, so that each child can develop to his or her greatest potential and be prepared to move forward in their development for their future success.

**Aim**

To provide a secure and accessible environment in which our children can flourish and in which all contributions are considered and valued

* To include the value and contribution of all families to our understanding of Equality and Diversity
* To provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
* Make inclusion a thread that runs through all the activities of the setting.

The Legal Framework for this Policy is:

* Race Relations Act 1976
* Race Relations Amendment Act 2000
* Sexual Discrimination Act 1975 1986
* Children’s Act 1989
* Special Educational needs and Disability Act 2001
* Equal Pay Act 1970 1984
* Education Act 1981 1993
* Education Reform Act 1988
* Disability Discrimination Act 1995
* Equality Act 2010

As Emmer Green Pre-School is open to all members of the Community, we advertise our Services through the Family Information Service on the Reading Borough Council website

<https://search3.openobjects.com/kb5/reading/directory/sign_in.page>

Local offer, local advertising and through referrals from Health Visitors and other Health Professionals.

The designated person responsible for ensuring Equality and Diversity for all children/families/staff is Claire Daley and Dee Lamden.

We base our Admissions Policy on a Date of Birth system based on the age of the child. We do not discriminate against a child or their family or prevent entry to our Setting for any reason relating to disability.

We ensure that all children and staff are encouraged and able to achieve their full potential, respecting and valuing differences between people.

**Staffing Recruitment**

Emmer Green Pre-School adheres to recruitment and election Procedures which are fair, equal and in line with statutory duties and Local Authority guidelines. The applicant who meets the best criteria is offered the post, subject to references and DBS checks. Steps are taken to ensure that everyone associated with Emmer Green Pre-School is informed of the contents of this Policy.

**The Curriculum**

The curriculum offered in our Setting encourages children to develop positive attitudes about themselves, as well as to people who are different to themselves. The curriculum builds on children’s starting points. We offer new children in September a home visit by the Keyperson, where the Keyperson builds a relationship with parents/carers and children.

Our environment is as accessible as possible for all visitors. We encourage children to empathise with others and 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.
* Celebrating a wide range of Festivals.
* Creating an environment of mutual respect and tolerance.
* All Staff ensure that the learning environments are inclusive in which all pupils feel their contributions are valued.

Please also see Safeguarding and Prevent Policy.

This Policy was adopted by the Pre-school on ..........................................

Signed on behalf of the Commitee.............................................................

Name of signatory .......................................................................................