



# Jeavons Wood Pre-school

## Equality Policy

### **Policy statement**

Jeavons Wood Pre-School is committed to valuing diversity and promoting equality of opportunity for all. We seek to challenge prejudice and discrimination and to create an anti-bias environment in which all children have a sense of belonging. We recognise that each child is unique and aim to meet their individual needs in order for them to achieve their full potential. We promote and encourage positive attitudes and relationships between all our children, families and the wider community.

### **Recognising and respecting difference and diversity**

Treating people equally does not necessarily involve treating them the same. Our policies, procedures and activities promote equality and we challenge discriminatory behaviour and language. Nevertheless, they take into account differences of life experience, background and individual needs and the types of barriers and disadvantages that people may face.

We respect the religious beliefs and practices of all staff, children and families and comply with reasonable requests relating to religious observance and practice.

At Jeavons Wood we feel it is important to recognise, where appropriate, any festivals which the children celebrate at home. We regularly ask parents to inform us of anything they will be celebrating at home which we can bring in to the planning at Pre-School. This includes festivals such as: Chinese New Year, Divali, Holi and Christmas.

### **Admissions and transitions**

We base our admissions policy on a fair system. We advertise our services widely to encourage maximum participation of all community groups. We do not discriminate against any child and will make reasonable adjustment to facilitate places for all children. We aim to fully support all transition phases and understand that different children and their families will need different levels of support to achieve smooth transitions.

### **Communication and information**

We value and respect all communication, with children, parents/carers, staff and other professionals. We endeavour to listen and schedule meetings at accessible and convenient times.

We aim to make information accessible to families using a range of formats including verbal and visual information, clear written information (including electronic) and translated materials where appropriate.

We aim to ensure that the content of this policy is known to all staff and parents/carers.

The Equality Needs Co-ordinator (ENCo) for Jeavons Wood Pre-School is Miss Lindley.

We provide a complaints procedure and policy for parents/carers.

All relevant policies are kept in a purple folder on the bottom shelf of the lunch box trolley which is freely accessible to all parents and carers should they like to see it. Relevant policies are also accessible on our class page on the school website [www.jeavonswood.org](http://www.jeavonswood.org)

### **Setting ethos, positive attitudes and relationships and a shared sense of belonging**

Our policies, procedures and activities will promote positive interaction, good relationships and respect between individuals, groups and communities.

### **Resources, activities and the environment**

We aim to promote an inclusive ethos and offer our children a range of relevant resources that positively reflect diversity, as well as suitable activities that reflect their interests. We make reasonable adjustments to ensure planning reflects equality of access to resources and activities for all children, including those with SEND and those who speak English as an additional language. We encourage children who speak English as an additional language to also speak their home language and understand the value that this has in contributing to a positive sense of identity, learning and general linguistic development.

### **Staff**

#### **Staff development and training**

We ensure that all staff receive appropriate training and opportunities for professional development to enable them to develop anti-discriminatory and inclusive practices.

We ensure that staff are confident and fully trained to meet the individual needs of the children, e.g. in administering medicines and performing intimate care procedures when these are needed.

#### **Employment and staffing**

Posts are advertised and all applicants are judged against explicit and fair criteria. Applicants are welcome from all backgrounds. All interviews include at least one equality and one SEND question.

#### **Designated roles and responsibilities**

Jeavons Wood Pre-School a Special Needs Co-ordinator (SENCo) - Mrs Zammit. The SENCo coordinates the provision for children with SEND within the setting, works in partnership with parents, staff and external agencies and ensures appropriate record keeping procedures are in place.

Our Pre-School has an Equalities Named Coordinator (ENCo) - Miss Lindley. The ENCo coordinates the development of equalities provision throughout the setting.

### **Addressing prejudice-related incidents**

Jeavons Wood Pre-School is opposed to all forms of prejudice and will take action against discriminatory behaviour (including that of staff, parents/carers, children and any visitors to our setting).

Our setting aims to foster a culture where prejudice related incidents are proactively dealt with and reported. We will follow the guidelines in the ENCo handbook regarding prejudice-related incidents.

### **Narrowing the gap**

We aim to identify the vulnerable and underachieving groups within our setting and include strategies to close the gap in achievement between underachieving groups of children and others.

SEND is a recognised vulnerable group - at Jeavons Wood we understand the need for early identification and assessment. We work closely with parents, and offer a differentiated curriculum, targeted learning and development to improve outcomes for children with SEND.

We adhere to the Code of Practice for SEND and we seek further support via an Early Help Assessment (EHA)/Early Support where appropriate.

Policy Written - May 2013

Date Reviewed - March 2020

Date to be Reviewed - March 2021

Signed:

Dated:

Governor: