



Equality & Diversity Policy

Updated 11th October 2014

Statement of intent

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

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 gender roles, diverse ethnic and cultural groups and people with disabilities; and
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- Make inclusion a thread that runs through all of the activities of the pre-school.

The legal framework for the policy is:

- Race Relations Act 1976;



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- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989 and 2004 and 2006
- Special Educational Needs and Disability Act 2014
- Equality Act 2010

Methods

Admissions

Lollipops is open to all members of the community

We advertise our service:

In our local community libraries, Doctors surgeries and health centres. On the internet, via our web site and many free Preschool Listings, Kent CIS, Yellow Pages & Thompsons, in the town shopping centre.

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

We provide information in as many languages as possible on request

We base our admissions policy on a fair system

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



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We do not discriminate against a child or their family, or prevent entry to Lollipops, on the basis of colour, ethnicity, religion or social background, such as being member of a travelling community or an asylum seeker.

We do not discriminate against a child with a disability or refuse a child entry to Lollipops because of any disability

We develop an action plan and differentiate activities to ensure that people with disabilities can participate successfully in the services offered by the pre-school 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

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references, identity checks and checks by the Disclosure and Barring Service. This ensures fairness in the selection process.



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- All job descriptions include a commitment to equality and diversity as part of their specifications.

- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.

- We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion, to this end we have an Equality & Inclusion Officer, Karina Skieve.

Curriculum

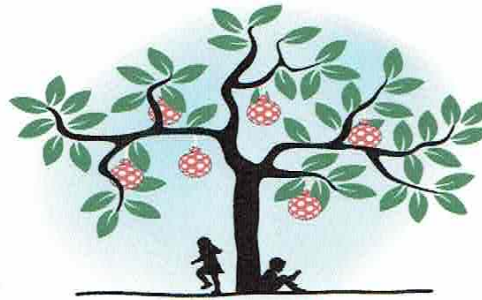
The curriculum offered in the Preschool encourages children to develop positive attitudes

We do this by:

- making children feel valued and good about themselves

- Ensuring that children have equality of access to learning.

- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities.



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- Positively reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials.
- Celebrating a wide range of festivals.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational needs and disabilities.
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the pre-school



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- We encourage parents/carers to take part in the life of the pre-school and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support
- We display information about working tax credits and child care vouchers.

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, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Signed by 

Date 13/10/14

Role of signatory MANAGER

Witnessed by 

Date 13.10.2014.

Role of signatory
DEPUTY MANAGER