

MAGPIE PRE-SCHOOL
EQUAL OPPORTUNITIES POLICY

This is a Statutory Policy.

Legislation Links:

- The Equality Act 2010 incorporating the Disability Discrimination Act,
- Race Relations Act 1976,
- Race Relations Amendment Act 2000,
- Sex Discrimination Act 1976, 1986,
- Children Act 1989, 2004,
- Childcare Act 2006,
- Special Education Needs and Disability Act 2001,
- Education Act 1996,
- and Equal Pay Act 1970.

Our Pre-School is open to every family in the community and families joining us are made aware of our equal opportunities Policy. The Pre-School's Policy is that everyone (both adult workers, parents and children), are to be respected as individuals with their own values, attitudes, and beliefs. This is encouraged and explained to the children at all times, and any inappropriate attitudes or practices will be reported to the Manager who will challenge these explaining their reasons to the person concerned.

No person regardless of religion, culture, gender (this includes Transgender parents, staff and children), disability, ability, language or special needs will be viewed as inherently superior to any other within the setting. Each child will be respected as an individual and therefore will never be made to participate in anything they do not feel comfortable with. However, initial encouragement will be given to enable every child the opportunity to have a go.

Each child will have activities planned for them individually by their keyperson, working closely with their parents/carers to plan their next steps and ensure they progress. The key person will assess each child's progress in relation to the ages and stages in the Early Years Foundation Stage Development matters by regularly observing the children and recording their findings.

The resources within the setting are reviewed regularly using the Infant/Toddler Environment Rating Scale (ITERS) to ensure a range of resources are available and a Progress Tracker programme is used termly to ensure boys and girls are progressing at a similar rate. Two-year-old children are also closely tracked to ensure they are progressing and a member of staff is allocated to monitor the setting and resources for 2-year-olds.

Should a child also attend another setting, forms are sent (to the other setting) for them to complete requesting information on areas they are working on with the child. Also, if Magpie has no contact with the parents due to work commitments, a Contact Book will be introduced to pass on information between the setting and home.

Special Educational Needs

We welcome all children regardless of their individual needs and aim to identify any difficulties a child might have and to work with the child and their parents/carers to address those difficulties. We will also contact outside agencies for their advice and guidance if necessary as it is important to identify early any additional needs. We are therefore following the procedures written in the Special Needs Code of Practice. Magpie Pre-School's named Special Educational Needs Co-Ordinator is Jo Buckman (Please see our Special Educational Needs Policy for more information).

The Pre-School aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements and in line with the Equality Act 2010. In this respect, the Pre-School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work or training for the work.

Festivals

Our aim is to show respectful awareness of major events in the lives of the children and families within the Pre-School and in our society as a whole, and to welcome the diversity of backgrounds from which each child comes.

In order to do this, we aim to acknowledge all the festivals, which are celebrated in our community and in the communities of each child and family that attends the Pre-School. We also welcome knowledge and resources regarding festivals and celebrations from families, this enables the staff to be able to give the children the accurate information and activities.

Children will be encouraged to experience and take part in a range of different festivals and celebrations, together with the stories, special foods and clothing, to acknowledge and gain awareness of the diversity of life.

Reviewing, Monitoring & Evaluating

The effectiveness of our inclusive practices will be monitored and evaluated by the Manager and our Equal Opportunities Policy will be reviewed yearly by all staff and the Committee.

Discriminatory remarks/behaviour are unacceptable in the Pre-School to either staff or other parents/carers and children.

Signed:  Manager Name: .Jo Buckman

Date:... 10th July 2020..... Review date: .July 2021

Signed:  Chair of Committee Name: Elaine Masters