



Isleham Preschool

3a Malting Lane Isleham Ely Cambs CB7 5RZ

2018 Version

Inclusion and Equal Opportunities Policy

Isleham Pre-School are managed by an elected committee of parents. It is situated in the grounds of the local Primary School in the village of Isleham. Children who attend the setting come from mixed socio economic backgrounds. They are drawn from Isleham and the surrounding villages.

Legislation

- Disabled Persons Act 1958, 1986
- Race Relations Act 1976 & 2000
- Sex Discrimination Act 1986
- Children's Act 1989/2004
- Disability and Discrimination Act 1996 and 2001
- Dfes Special Educational Needs Code of Practice.
- Human Rights Act 1998
- The Statutory Framework for the Early Years and Foundation Stage 2017

Policy Links

- Admissions
- Confidentiality
- Equipment and Resources
- Special Educational Needs and Disability
- Staffing and Employment

Statement of intent

We value the individuality of all of the children that attend Isleham Pre-School and are committed to giving them every opportunity to achieve the highest of standards. We do take into account children's varied life experiences and needs. We aim to provide a broad and balanced curriculum and have high expectations for all of the children. This policy helps to ensure that our Pre-School promotes the individuality of all of our children, irrespective of ethnicity, attainment, age, disability, gender or background.

Aims and Objectives

- To be inclusive and remove barriers that may hinder the progress of a child
- Understand that children learn in different ways, and that each child should be provided with opportunities accordingly.

Isleham Pre-School work to the Statutory Framework for the Early Years and Foundation Stage 2017, our planning and resources are weaved around this framework which is designed to promote equality and diversity, all members of staff are trained on this framework and we continually up-date our knowledge and understanding in order to meet the needs of children and enhance our expertise.



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The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the pre-school will ensure that all of the children have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diverse society.

Materials will be selected to help children respect other people by avoiding stereotypes and by using images and words, which reflect positively the contribution of all members of society. Spot check audits will be undertaken and recorded in the pre-school activities evaluations to assess how resources are being used and how children/adults respond to each other.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge all the festivals, which are celebrated in our area/or by the families involved in the pre-school.
- Without indoctrination in any specific faith, children will be made aware of festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festival.
- The pre-school will engage with and invite parents to impart knowledge and expertise in order to make a festival more meaningful.
- Children will be provided with play based learning opportunities to develop some basic knowledge and understanding of a range of festivals; connected with stories and celebrations To develop the idea further we may offer special food and clothing which reflect our diverse society.

Community Links

Where it would facilitate improved or complementary services to the children, their families and staff of Isleham Pre-School, links will be encouraged with community support agencies and services e.g. The Children's Centre, Health and Social Care agencies etc.



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Working with Parent/s/carer/s

We understand the importance of working in partnership with families, listening to their concerns, inviting them into our setting and nurturing respectful relationships with good two way communication. We do this through our keyworking system and by being available/making ourselves available on a daily basis in order to be involved in the child's wellbeing. Again, sometimes extra support is needed depending on the situation and we will contract the relevant Local Authority Early Years Advisor in order to work together.

Additional Needs

The pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Discriminatory Behaviour/ Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the pre-school.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/ remarks will not be tolerated. Furthermore, such incidences will be recorded and reported to the East Cambs. Early Years Equality Team.

Language

Basic information, written and spoken will be clearly communicated in whichever form maybe necessary e.g. visual / hearing impaired, adults with learning difficulties, English as a second language.

Bilingual / multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the pre-school.

Food

Working in partnership with parents, children's medical, cultural and dietary needs will be met

Meetings

The pre-school will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the pre-school.

Policy Monitoring and Evaluation Information

The designated people for this policy are Andreea Harris and Ella Holt and Karen Smith

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British Values

At Isleham Pre-School we are aware that our core values are to ensure equality of opportunity for all and our considerations are:

- 1. Democracy
- 2. The Rule of Law
- 3. Individual Liberty
- 4. Mutual Respect
- 5. Tolerance of different faiths and beliefs

The aforementioned persons are responsible for keeping the festivals and multicultural materials/media up to date along with information on new developments. They will share information at our rolling staff meetings and seek the approval of the Manager and Committee for

Policy alterations. Notwithstanding, should new legislation arise, this policy will come under immediate review.

This policy was reviewed at a meeting of the Committee of Isleham Pre-School

On.....Signature.....

Date.....