

Equality and diversity policy

Statement of intent

St James' Pre-school offers equal opportunities to both employees, families and children within a distinctive Christian ethos.

The Christian ethos requires that all job descriptions and person specifications reflect the faith commitment of St James' Church. They therefore include a genuine occupational requirement (GOR). This ethos works through into the curriculum which includes Christian prayer, use of the Bible and marking of Christian festivals. The Christian ethos also requires that members of other faiths are always shown proper respect and courtesy.

Our pre-school is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We 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 different ethnic groups and people with disabilities;
- improve our knowledge and understanding of issues of equality and diversity; and
- make inclusion a thread which runs through all of the activities of the pre-school.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989; and
- Special Educational Needs and Disability Act 2001.
- Equality Act 2010

Methods

Admissions

Our pre-school is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our local community in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our pre-school because of any disability.

St James Pre-school

- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the pre-school and in the curriculum offered.
- We ensure that all parents are made aware of our equal opportunities policy.
- We monitor the ethnic diversity of the children on an annual basis

Employment

- Full-time posts are advertised locally and all applicants are judged against explicit and fair criteria. Part-time posts are advertised through St James, then local churches and later the media if the post has not been filled.
- The applicant who best meets the criteria is offered the post, subject to references and checks through the safeguarding process. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications. They recognise the importance of Christian faith.
- We monitor our application process to ensure that it is fair and does not discriminate, directly or indirectly, especially in the areas of ethnicity, gender and disability
- Where staff have been appointed in accordance with a GOR they will be expected to meet the occupational requirements throughout their contract.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Curriculum

The curriculum offered in the pre-school encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to 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;
- reflecting a wide range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of materials;
- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities; and
- ensuring that children whose first language is not English are properly supported in their learning.

Valuing Diversity in Families

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

St James Pre-school

- We encourage parents/carers to take part in the life of the pre-school and to contribute.
- For families who have a first language other than English, we value the contribution their culture and language offer.

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

Meetings

- Information about meetings is communicated in a variety of ways – written and verbal - to ensure that all parents have information about access to the meetings.

This policy was adopted at a meeting of St James' Pre-school Management Committee held on (date)

Signed on behalf of the pre-school