

# **Equal Opportunities Policy**

## **Flying Start Pre-School**

Children need to feel valued and be free from discrimination. The staff are committed to equality and recognises that children's attitudes towards others are established in these early days. All children are encouraged to learn about value and to respect others and their diversity.

We work in accordance with relevant legislation, including: The Equality Act 2010.

### **Admissions and Staff Recruitment:-**

Flying Start values all people and families in the local community and will always respect and value children, families, volunteers and employees of different age, racial origins, religions, cultures, diversity of backgrounds, gender, marital status, sexual orientation and those with learning difficulties and disabilities. We will treat each person, be they adult or child, as an individual.

All children and families that require a place will be put on the waiting list and the Admissions Policy followed.

We aim to ensure that all who wish to work in, or volunteer to help with, our pre-school have an equal chance to do so.

### **Supporting Families:-**

The pre-school aims to offer support to all families. The pre-school offers a flexible payment system for families of differing means. We are registered with FEET (Free Entitlement for Two year olds), with the EYFE (Early Years Free Entitlement) and accept Childcare Vouchers. We also provide information and support to parents who may be entitled to Tax Credits and other benefits.

The staff will follow information from parental guidance and other professional agencies as to the best care for their child, if they have different requirements from the majority. The pre-school will support families for whom English is an Additional Language (EAL.)

Bi-lingual forms will be given to the families of new children who do not use English as their first language to help support their transition into the setting. The Contact Centre on 03456 009 009 will provide the service of translation should the occasion arise through REMA.

### **Resources:-**

We have a variety of resources to give children a balanced view of the world and an appreciation of the rich diversity of our multi racial society and to support children with varying SEND. Materials will be selected to help children to develop their self respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society. Here are just a few of the resources we use within our setting:

- Welcome and Good-bye signs in multi languages.
- Signs in a variety of languages relevant to the children attending.
- Multi cultural foods from around the world.
- Assorted cooking equipment including Indian platter and balti dishes, Chinese chopsticks, woks and bamboo steamers.
- MultiCultural clothing
- Assorted jigsaws including images of different races and abilities
- Assorted story and factual books to value the diversity and differences of those from a variety of backgrounds.

- Puppets and dolls of various skin tones and genders,
- Play people set of differing abilities.
- Lights room with LED equipment.
- Sensory Garden.
- We use 'Samson' (Our Persona Doll) to tell stories and promote discussion and thought on personal and social situations and attitudes. We will support our rule 'We are kind to each other' and endorse how to value and respect each other.

### Festivals:-

We aim to celebrate all major religious festivals of Christmas, Easter, Diwali, Eid and Chinese New Year, by teaching stories behind these events and enjoying some of the customs and food associated with them.

As we recognise that we live in a multi cultural society, we will show respect for, and respond appropriately to all beliefs and cultures, whether staff, children or carers. We welcome parents sharing aspects of their culture that we do not know about.

### 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 both girls and boys 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.

### Additional Needs:-

The pre-school recognises that children have a wide range of needs which differ from time to time, and will identify what part it can play in meeting those needs as they arise. A member of staff is specially trained to be the Special Educational Needs Co-ordinator (SENCO), Natasha Trowbridge. Each child will be considered individually, and in consultation with parents/carers and other agencies if necessary. We will seek to meet their needs. (See also special needs policy)

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| <b>This policy was adopted on</b> | <b>Signed on behalf of the nursery</b> |
| <i>19/01/2024</i>                 | <i>Sarah Maynard</i>                   |