

Inclusion - Equality and Diversity

Little Pippins is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

Aims

- Little Pippins' equality and diversity procedures aim to help everyone involved to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision. We aim to ensure that our services promote equality of opportunity and valuing diversity for all children and families using the pre-school.
- We aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.
- Little Pippins recognises that achieving the objectives of our Equality and Diversity Policy relies on the active involvement of parents and carers, as set out in the Partnership with Parents & Carers policy. As such, we will both welcome and encourage parents and carers to get involved in the running and management of Little Pippins and value the positive contribution they make to the pre-school.
- To promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- To provide a secure and accessible environment in which every child feels safe and equally included;
- To improve our knowledge and understanding of issues relating to anti-discriminatory practice,
- To challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
 - age;
 - gender;
 - gender reassignment;
 - marital status;
 - pregnancy and maternity;
 - race;
 - disability;
 - sexual orientation; and
 - religion or belief.
- Where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service.

- Little Pippins will endeavour to facilitate regular opportunities for consultation with parents/carers about the service that we provide, as a means of monitoring the effectiveness of the Equality and Diversity Policy.

To realise Little Pippins' objective of creating an environment free from discrimination and welcoming to all, we have the following procedures:

Admissions

- We ensure that our services are open and accessible to all parents/carers and children in the local community.
- We reflect the diversity of members of our community in our publicity and promotional materials and advertise our pre-school widely
- We do not discriminate against a child or their family in our service provision, including preventing their entry to the pre-school based on a protected characteristic as defined by the Equality Act (2010).
- We advertise our service widely.
- We provide information in clear, concise language, whether in spoken or written form and provide information in other languages (wherever possible).
- We reflect the diversity of our community and wider society in our publicity and promotional materials.
- We treat all children and their parents/carers with equal concern and value.
- We make reasonable adjustments to ensure that disabled children can participate successfully in the services and in the curriculum offered by the setting.
- We ensure, wherever possible, that we have a balanced intake of boys and girls in the setting.
- We offer a flexible payment system for families experiencing financial difficulties and offer information regarding sources of financial support.
- We act against any discriminatory, prejudicial, harassing or victimising behaviour by staff, volunteers or parents.
- We will not tolerate behaviour from an adult who demonstrates dislike or prejudice towards individuals who are perceived to be from another country (xenophobia)

Little Pippins makes every effort to ensure that all parents/carers have an equal opportunity to attend management meetings, parent/carer consultation

evenings or any other event relevant to them by advertising time, place and conduct of meetings at the earliest opportunity and in a variety of ways including, written, verbal and, if possible, translated

Activities

- We offer a curriculum that encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self-esteem, empathy, critical thinking and reflection.
- We have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the programme of activities.
- We help all children to celebrate and express their cultural and religious identity and develop positive attitudes about themselves as well as about people who are different from themselves by providing a wide range of appropriate resources and activities
- Little Pippins aims to provide positive non-stereotyping information and role model behaviour about gender roles, diverse ethnic and cultural groups and people with disabilities.
- We positively reflect the widest possible range of communities in the choice of resources and avoid stereotypes or derogatory images in the selection of books and other visual materials.
- We endeavour to create an environment of mutual respect and tolerance and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- We will challenge and take action against any offensive or discriminatory behaviour, language or attitudes with regards to race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, disability and age.
- We ensure that the activities offered are inclusive of all children.
- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met.
- We encourage children to contribute stories of their everyday life.
- We ensure that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- For families who speak languages in addition to English, we will develop means to encourage their full inclusion.

- We encourage mothers, fathers and other carers to take part in the life of the setting and to contribute fully.
- We ensure that disabled children with and without special educational needs are fully supported
- We ensure that children speaking languages other than English are supported in the maintenance and development of their home languages
- 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.
- We encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and we challenge and take action against any discriminatory incident, according to the provisions set out in the Staffing Policy and the Behaviour Management Policy.

Employment and staffing

- We ensure that the Little Pippins' recruitment policies and procedures are open, fair and non-discriminatory and all applicants are judged against explicit and fair criteria
- We endeavour to recruit a staff team that reflects the make-up of the local community.
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks. This ensures fairness in the selection process.
- All our job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible
- We ensure that all members of staff are aware of, and understand, this Equality and Diversity policy.
- 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 take action against any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures.

Meetings

- Committee meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.
- We positively encourage fathers to be involved in the setting, especially those fathers who do not live with the child.
- Information about meetings is communicated in a variety of ways - written, verbal and where resources allow in translation – to ensure that all mothers and fathers have information about, and access to, the meetings.

The Management Team will have overall responsibility for promoting the inclusion of staff, parents and children – regardless of age, religion, ethnicity, family set up or disability. The staff team will be trained in Inclusion in its broadest sense (see other inclusion policies).

All members of staff team will be expected to support the environment of mutual respect and tolerance.

All Little Pippins' policies and procedures will be kept under review to ensure they meet our overall aims to promote equality and inclusion and to value diversity. We provide a complaints procedure and a complaints summary record for parents to see.

This policy was adopted at a meeting of Little Pippins Management Committee

Held on: 15th March 2021

Signed on behalf of the Management Committee: *Kieran Dee*

Role of signatory: Chair

Review date: March 2022

Related Policies

Inclusion – Accessibility

Personal Care