

CATERPILLARS PRE-SCHOOL (SUSSEX) LIMITED

**14. DIVERSITY AND EQUALITY**

Caterpillars Preschool works in accordance with all relevant and current legislation. We believe that our activities should be open to all children and families within our catchment area and to all adults committed to their education and welfare. We aim to ensure that all those who wish to work in, or volunteer to help with, our Preschool have an equal chance to do so.

**The Curriculum**

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

1.2. 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 Preschool will ensure that girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

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

1.4. Activities will be chosen to reflect the children’s backgrounds and beliefs in a positive way.

1.5. To reflect diversity we use and display a wide and positive range of resources including books, puzzles, dolls, role-play and other equipment. We also aim to reflect non-stereotypical roles, racial, cultural and religious differences.

 **Admissions**

1.1 The Preschool is open to every family in the community within the catchment area. Children from outside the catchment area are also accommodated when space allows.

1.2 Families joining the Preschool are made aware of its Equal Opportunities Policy through the Prospectus, which is regularly reviewed.

1.3 Registration

1.4 In order to treat each child with respect, the registration form asks for confidential information about family customs, beliefs, dietary codes, hair and skin care and help when required with toilet and washing routines.

1.5 Time will be set aside for discussion with parents/carers for any special requirements. These discussions will be recorded.

1.6 Families

1.7 The Preschool recognises that many different types of family group can and do successfully love and care for children. The Preschool aims to offer support to all families.

1.8 The Preschool offers a flexible payment system for families with differing means.

1.9 We welcome information about family customs and beliefs by shared discussions and parental participation within our setting.

 **Language**

1.1 All efforts will be made through translators and/or international sign language to communicate with parents and children, who do not speak, read or write English.

1.2 Where written English language is not understood, a transcriber will be sought to translate the Prospectus and Policies.

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

 **Employment**

1.1We welcome applicants of all social classes, age, gender, disability and ethnic background. Detailed policies relating to equal opportunities and harassment at work are included in our Staffing and Recruitment Policy

 **Special Needs**

1.1 We aim to provide appropriate opportunities for all children of all abilities to reach their full potential

1.2 The Preschool 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.

1.3 Planning for Preschool meetings and events will take into account the needs of people with special educational needs and disabilities.

 **Discriminatory Behaviour/Remarks**

1.1 Discriminatory behaviour or remarks by children, parents or other adults are totally unacceptable in the Preschool.

1.2 The response will be swift and aim to be sensitive to the feelings of the victim(s) and help those responsible to understand and overcome their prejudices and to make it clear that such behaviour or remarks will not be tolerated.

1.3 Festivals

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

1.5 We plan opportunities to teach children about different cultures and beliefs through celebrating different festivals e.g.: Chinese New Year or Diwali.

1.6 Without indoctrination in any specific faith, children will be made aware of festivals that are celebrated by their own families of others and will be introduced, where appropriate to the stories behind the festivals.

 **Food**

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

 **Meetings**

* 1. The Preschool 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 and informed about the Preschool.

Legal framework

* The Equality (Amendment ) Act 2012
* Race Relations Amendment Act 2000
* Sex Discrimination Act 1975 (Amendment) Regulations 2008
* Children Act 1989,2004
* Special Educational Needs and Disability Act 2001

This policy was adopted by the Manager of Caterpillars Pre-school on 3rd April, 2023

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Name of signatory: Catherine Clark Role of signatory: Manager