



Inclusion Policy

Rationale

At Selsdon Park Pre-School we are committed to ensuring that each and every person accessing the Pre-School has equal access to the activities and services of offer to help everybody achieve more.

At Selsdon Park Pre-School we will offer a warm and welcoming environment for all Pre-School users where people are treated as individuals and respected and valued for their differences.

Selsdon Park Pre-School has written this policy to ensure that best practice and procedures are carried out at the Pre-School. This policy complies with the legal requirements of the Early Years Foundation Stage statutory framework.

Aims of Selsdon Park Pre-School:

- *To encourage the principle of fairness through the services and educational opportunities we provide at the Pre-School.*
- *To remove discrimination and any barriers which prevent access to services and learning opportunities.*
- *The Pre-School will ensure that recruitment of staff is transparent and equal for everyone to achieve.*
- *The Pre-School will not stereotype or accept prejudice of any kind and will foster positive and tolerate attitudes in children and adults.*
- *The Pre-School will respect and celebrate the cultural diversity of the local community.*

Implementation of the Policy

- The Pre-School supports and will endeavour to promote community cohesion.
- Members of staff will act as the role models and foster a positive atmosphere of mutual respect and trust among children and adults from all ethnic groups.
- The Pre-School is sensitive to the dietary and clothing requirements of religious groups and will cater for the range of dietary requirements.
- Selsdon Park Pre-School will celebrate the main festivals of religious groups in the local community. The Pre-School will provide activities to promote understanding of the festivals and religions amongst adults and children who use the Pre-School.
- The Pre-School has clear policy and procedures for dealing with bullying. Incidents are dealt immediately and staff will always be fair and consistent in their approach. (See anti-bullying policy for further information)

- The Pre-School keeps records and logs of all incidents of harassment. The records include details of any action taken by staff members.
- Staff, children and parents are made aware of key policies which promote equality of opportunity as part of the induction process.

Equality of Opportunities Procedures at Selsdon Park Pre-School

Selsdon Park Pre-School will:

- Ensure that all services and activities offered at the Pre-School are equally accessible to all groups in the local community regardless of race, gender, or any other groups which could be discriminated against.
- The Pre-School will establish effective partnerships with parents, partners and professionals to enable all Pre-School users to achieve more.
- Promote tolerance, respect and understanding of equal opportunities issues when planning and organizing services and activities at the Pre-School..
- Provide opportunities for children adults to celebrate their cultural identity by providing a range of events and activities.
- Ensure clear and transparent recruitment procedures which are fair, open and non-discriminatory to any individual or group.
- Try to build a team of staff and volunteers which reflects the cultures in the local community.
- Ensure that all staff and volunteers understand the principles and procedures of the Equal Opportunities Policy and how this impacts on their work and practices in the Pre-School.
- All members of staff will be expected to lead by example by displaying tolerant and respectful attitudes and behaviour and challenging any discriminatory incidents.
- Staff members who act in a discriminatory way will be dealt with according to the procedures outlined in the Staff Disciplinary Procedures policy.

Pre-School Manager - Roles and Responsibilities

To ensure that;

- *Members of staff and volunteers receive high quality training to help them to understand and follow the principles outlined in the Equal Opportunities Policy.*
- *The Equal Opportunities Policy is reviewed regularly and changes will be made if needed which take into account new legislation or guidance.*
- *Action is taken immediately to deal with any incidents or harassment or discriminatory behaviour.*

All policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

Reviewing, Monitoring and Evaluating of Inclusive Practices

The Pre-School Manager will undertake the monitoring, evaluation and review of practices at the Pre-School to ensure that they are inclusive.

This will involve;

- Observation of activities
- Discussions with children, parents and staff.

Any questions about this policy should be directed to the Pre-School Manager.

Date written 5-9-16

Due for review 5-9-17