



Registered Charity No: 1130840  
School Mead, Abbots Langley, WD5 0LB  
01923 274483

## **Equality and Diversity Policy**

### **Policy Statement:**

Breakspeare preschool is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all staff, children and families. We will ensure that our service is fully inclusive in meeting the needs of all children. Children and their families come from diverse backgrounds.

Diverse backgrounds affect the wellbeing of children and can impact on their learning and attainment. Our setting is committed to anti-discriminatory practice to promote British Values including equality of opportunity, democracy, tolerance and valuing diversity 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 gender roles, diverse ethnic and cultural groups and people with disabilities and challenge negative attitudes and negative stereotypes
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity and ensure that we are aware of the risks of radicalisation and extremism.
- Make inclusion a thread that runs through all of the activities of the setting
- Foster good relations between all communities
- Challenge and eliminate discriminatory actions

### **Procedures:**

Admissions Policy

Curriculum Policy

Complaints Policy

Intimate care and Toileting Policy

Diet Policy

Fee Payment Policy

Health and Safety Policy

Involving Parents/Carers policy

Staff, Key person and Involving parents and carers policy

Special Educational Needs Policy

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Settling in Policy

Safeguarding Policy

So that our policies and procedures remain effective we monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion and value diversity.

**The legal framework for this policy is:**

The Equality Act (2010)

Children Act (1989,2004)

Special Educational Needs and Disability Act (2001)

Guide to the Equality Act and Good Practice (2011)

All Together Now (2011)

This policy was adopted at a meeting of Breakspeare Community Preschool on: .....

Signed on behalf of the Committee:

Name: ..... Signature:.....

Signed on behalf of the Preschool:

Name: ..... Signature: .....

This policy will be reviewed annually in May

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