



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

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 equality of opportunity and valuing diversity for all children and families.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.2 Inclusive practice 1.3 Keeping safe	2.1 Respecting each other 2.2 Parents as partners 2.3 Supporting learning 2.4 Key person	3.2 Supporting every child 3.4 The wider context	4.4 Areas of learning and development

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
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Make inclusion a thread that runs through all of the activities of the setting
- Foster good relations between all communities

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- 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
- 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 Pre-School 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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