

8. Equality and Diversity Policy

Version number	Dates produced & approved	Reason for production & revision	Author	Locations	Proposed next review date
V1.0	Jan 2010	First produced & adopted	Committee	Dropbox.com Website	
V2.0	Oct 2015	Reviewed	K Jones	Dropbox.com Website	Oct 2016
V3.0	Apr 2017	Reviewed, updated & version controlled	K Coupe & J Miller	Dropbox.com Website	Apr 2018
V4.0	Oct 2018	Reviewed & updated	K Coupe	Dropbox.com Website	Oct 2019
V5.0	3 Jun 2019	More info on British Values	K Coupe & E Roberts	Dropbox.com Website	June 2020
V6.0	2 Nov 2020	Reviewed	L Telka	Dropbox.com Website	Nov 2021
V7.0	19 Apr 2021	Updated to include reference to the Pre-school's "Pre-employment medical questionnaire" and Section 60(1) of The Equality Act 2010	K Coupe	Dropbox.com Website	May 2022
V8.0	25 Apr 2022	Reviewed, updated and inclusion of "Associated policies and procedures" section as per EY services safeguarding audit (175/157 section) 2022	K Coupe & R Burton	Dropbox.com Laptop	Apr 2024
V9.0	27 March 2024	Reviewed and updated • Equality Act 2010 and Age Discrimination Act 2012; • EYFS update	J Dyer	Dropbox.com Website	April 2026

Statement of Intent

North Nibley Pre-school is committed to providing equality of opportunity and anti-discriminatory practice for all children and families. We will ensure that our Pre-school is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

What is diversity in early childhood education?

The definition of diversity is simply a range of different things. When children learn very early that differences are normal, they learn to view them without a lens of discomfort. Children naturally begin to pick up on differences around the pre-school age on their own.

Aims

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 different ethnic 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 which runs through all the activities of the Pre-school; and
- foster good relations between all communities.

The legal framework for this policy is:

- The Equality Act 2010
- Childrens and Families Act 2014
- Special Educational Needs and Disability Act 2001
- Disability Discrimination Act 1995
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Counter Terrorism and Security Act 2015
- Fundamental British Values in the Early Years (Foundation Years) 2015
- The Prevent Duty: Departmental advice for schools and childcare providers (DfE 2015)

Methods

Admissions

North Nibley Pre-school is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as required.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our Pre-school because of any disability.
- We ensure that all parents are made aware of our equality and diversity policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the Pre-school and in the curriculum offered.
- We do not discriminate against a child or their family, or prevent entry to our Pre-school, on the basis of a protected characteristic as defined by The Equality Act 2010.
- We take action against any discriminatory behaviour by staff or parents whether by:
 - Direct discrimination – someone is treated less favourably because of a protected characteristic, eg. preventing families of some race groups from using the service;
 - Indirect discrimination – someone is affected unfavourably by a general policy, eg. children must only speak English in the setting;
 - Association – discriminating against someone who is associated with a person with a protected characteristic, eg. behaving unfavourably to someone who is married to a person from a different cultural background.

- Perception – discrimination on the basis that it is thought someone has a protected character, eg. assuming someone is gay because of their mannerism or how they speak.
- Displaying of openly discriminating and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

North Nibley Pre-school refers to its Safer Recruitment policy¹ when it wishes to recruit new employees. The setting also wishes to provide equal opportunities to all in employment, as such:

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture or belief.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post. This is conditional on receipt of satisfactory references, checks by the Disclosures and Barring Service (DBS) and the completion of the Pre-school's "pre-employment medical questionnaire"². This ensures fairness in the selection process.
- We undertake not to discriminate unfairly against anyone on the basis of a conviction or other information revealed. Having a criminal record will not necessarily prevent anyone from working with us. This will depend on the circumstances and background of the offence.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.
- All employees will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- Every employee is entitled to a supportive working environment which promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- Breaches of North Nibley Pre-school's Equality and Diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The Equality Act 2010 includes provisions that ban age discrimination against adults in the provision of services and public functions. The ban came into force on 1 October 2012 and it is now unlawful to discriminate on the basis of age unless:
 - the practice is covered by an exception from the ban;
 - good reason can be shown for the differential treatment ('objective justification')

The ban on age discrimination is designed to ensure that the new law prohibits only harmful treatment that results in genuinely unfair discrimination because of age. It does not outlaw the many instances of different treatment that are justifiable or beneficial. Preschool will not use age to discriminate.

¹ Policy 29 Safer Recruitment and Policy 18 Employment and staffing

² Section 60(1) of The Equality Act 2010 prohibits employers from asking job applicants questions about their health before offering them employment (with some exceptions). Section 60(3) of the Act advises that asking health-related questions does not contravene the law on disability discrimination, it is the employer's reliance on the answers provided that may be a contravention.

If an employee has a disability, Preschool will harmonise the thresholds for the duty to make reasonable adjustments for disabled people.

All staff working with children must be familiar with the process by which we can at least begin to identify those children who may be vulnerable to radicalisation³. Clearly very young children are extremely susceptible to suggestion from adults and other sources, and we need to recognise and assess the context of what appears to be extremist behaviour. Staff will always seek guidance from the Playleader who in turn will be advised by the Local Authority experts where behaviour is deemed to be of a reportable or uncertain nature.

Training

- 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.
- Ensure that all staff (full-time, part-time, bank and volunteers) are fully aware of the threats, risks and vulnerabilities that are linked to extremism and radicalisation. This includes being alert to early indicators and responding to and reporting.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

At North Nibley Pre-school we understand that the society we live in is diverse and therefore, our curriculum and life within pre-school reflects this. For our children, we aim to continually weave the thread of social, cultural, moral and spiritual British values throughout day to day school life. Underpinning this are the values and understanding of democracy, law, liberty, respect, tolerance, tradition and heritage. The Equality Act 2010 protects all individuals from discrimination and it is the Pre-school's duty to ensure that all individuals have equal access and opportunity to all that is on offer. Funding, including that for pupils with special educational needs and disabilities (SEND) and disadvantaged pupils (Pupil Premium), is used to target inequalities, to ensure equality.

At North Nibley Pre-school we uphold and teach our children about British Values which are defined as:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs.

These values are imbedded through Personal, Social and Emotional Development. We also take opportunities to actively promote British values through our daily activities⁴. The curriculum offered at the Pre-school encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- making children feel valued and good about themselves;
- ensuring that children have equality of access to learning;
- reflecting that widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of materials;
- celebrating a wide range of festivals, together with the stories, special food and clothing they involve;

³ See Policy 4 Safeguarding children and child protection

⁴ Policy 4 Safeguarding Children and Child Protection

- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning; and
- take reasonable steps to provide opportunities for children to develop and use their home language in play and learning, supporting their language development at home;

Valuing diversity in families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the Pre-school.
- We encourage parents/carers to take part in the life of the Pre-school and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- Understanding the world involves guiding children to make sense of their physical world and their community. The frequency and range of children's personal experiences increases their knowledge and sense of the world around them – trips, when possible, to meeting important members of society such as police officers, nurses and firefighters. In addition, listening to a broad selection of stories, non-fiction, rhymes and poems will foster their understanding of our culturally, socially, technologically and ecologically diverse world. As well as building important knowledge, this extends their familiarity with words that support understanding across domains.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- All dietary requirements are recorded and are made aware to all staff/volunteers preparing and supervising snack and cooking activities.
- We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the Pre-school.
- Information about meetings is communicated in a variety of ways – written, verbal and in translation – to ensure that all parents have information about the access to meetings.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the Pre-school and in our society by welcoming diversity from all backgrounds.

Special Needs

North Nibley Pre-school recognises the wide range of special needs and disability of children and families in their community and will consider/have awareness of what part we need to play in meeting these needs.

Where there is concern about a child, the Pre-school follows the guidance set out in its Special Educational Needs and Disability Policy.

Language

Information, written or spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their language(s) recognised and respected in Pre-school.

Should information need to be presented in Braille or large print, or to be translated or taped for parents/carers, then we will make every effort to provide these resources.

Monitoring and reviewing

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

Complaints⁵

If either an employee or service user makes a discrimination claim against North Nibley Pre-school, we will take immediate action to resolve the incident with the claimant as soon as possible. We will do this by following the advice from the Equality and Human Rights Commission (EHRC) (www.equalityhumanrights.com).

- The committee will attempt to deal with the complaint informally first.
- Use agreed complaint and grievance procedures.
- Look into the complaint and decide what to do without it being necessary for the complainant to make a formal complaint.
- Use other people as a source of mediation to see if the complaint can be resolved.
- Make sure that North Nibley Pre-school does not lawfully discriminate against anyone when responding to the complaint.
- Ensure that the complainant is informed of the resolution.
- Ensure that sufficient and relevant training is given to all staff members to avoid the situation from arising again.

Associated policies and procedures

- 4 Safeguarding children and child protection
- 6 Complaints
- 18 Employment and staffing
- 27 Disciplinary procedure
- 29 Safer recruitment
- 38 Grievance procedure

⁵ See also Policy 6 Complaints