



Valuing Diversity & Promoting Equality

Baildon Village Pre-School will ensure that we meet the needs of all children, particularly those that arise from ethnic heritage, social and economic backgrounds, gender ability or disability.

We aim to;

Provide a secure and accessible environment in which all our children flourish.
Value the contribution of all our families to our understanding of equality and diversity.

Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.

Make inclusion of anti-discriminatory practice when planning our activities.

Admissions

Our setting is open to all members of the community.

We advertise our service widely.

Where needed, information will be provided if English is their second language.

We base our admission on a fair system.

We do not discriminate against children with disabilities or different backgrounds.

We develop action plans for children with disabilities.

Employment

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.

All successful applicants are subject to DBS checks.

We monitor our application process to ensure that it is fair and accessible.

Training

We encourage training for staff to develop anti-discriminatory and inclusive practices which enable all children to flourish.

We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.



Curriculum

The curriculum encourages children to develop positive attitudes about themselves as well as to people who are different to themselves.

Our setting has easy access for children and adults with disabilities.

We make children feel valued and good about themselves.

We ensure all children have equality of access to learning.

We make appropriate provision within the curriculum to ensure each child receives the opportunity to develop their skills and abilities.

Baildon village pre-school celebrate a wide range of festivals.

The pre-school avoid stereotyping.

We adapt the curriculum to meet children's special educational needs.

Children with English as their additional language are fully supported in our curriculum.

Valuing Diversity in Families

We welcome the diversity of family lifestyles and work with all families.

We encourage children and parents to contribute stories of their everyday life in the setting.

Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

We help children to learn about a range of food and of cultural approaches to mealtimes and eating and to respect the differences between them.

Monitoring & Reviewing

We monitor and review our policies annually to meet overall aims.