**Safeguarding and Welfare Requirement**

Providers must have and implement a policy and procedures to promote equality of opportunity for children in their care, including support for children with special educational needs or disabilities.

**Statement of intent:**

We are committed to providing equality of opportunity and anti-bias/anti-discriminatory practice for all children, their families and staff, volunteers and students. All those involved with the setting understand and embrace this policy.

The legal frameworks for this policy are:

The Equality Act (2010)

Children Act (2004)

Children and Families Act (2014)

Special Educational Needs and Disabilities Code of Practice (2014)

Admissions:

* The preschool is open to all members of the community and our admissions policy is based on a fair system.
* We ensure all families have the same rights regardless of gender, size, sexuality, disability, background, situation, culture, ethnicity, or appearance.

Employment:

* Posts are advertised and applicants judged against explicit and fair criteria.
* The applicant who best meets the criteria will be offered the post, subject to references and checks by the Disclosure and Barring Service and where necessary Ofsted.
* All jobs include a commitment to equality and diversity.

**Family Contact**

* In circumstances where a family is split we will ensure that all correspondence and information relating to a child is issued to both parties when requested, and that both parties have access to the child unless a court order is in place preventing us from doing so.
* Where necessary we will work alongside parents/carers, and other third parties/agencies to ensure the welfare of the child is paramount
* We will not make judgements and will ensure that all information is treated as confidential and in a sensitive way.
* If correspondence is to be sent anywhere other than the child’s home address, stamped addressed envelopes will be required.

Curriculum:

The curriculum offered encourages children to;

* feel valued and good about themselves
* have equality of access to learning
* avoid stereotyping
* celebrate a wide range of festivals
* create an environment of mutual respect and tolerance
* understand that discriminatory behaviour and remarks are unacceptable
* it is inclusive of children with special educational needs or disabilities
* stereotype assumptions are never made and children are free to play with and access all equipment
* children whose first language is not English have full access to it and are supported in their learning
* children are not all treated in the same way, as all children are different however children are all treated as equals and we always strive to meet each and every child’s individual needs

**Valuing diversity in families:**

We welcome the diversity of family lifestyles and encourage children to contribute stories of their everyday life to the setting. For families who speak languages in addition to English, we will develop means to ensure their full inclusion including having signs in their home language, introducing foods traditional to them at snack time and talking about special days/events to them.

Food and diversity:

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

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

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