

## EQUAL OPPORTUNITIES & ANTI-BIAS POLICY & PROCEDURES

### POLICY

In our setting we aim to acknowledge and value each child's individual stage, ability, culture, religion, language and family group. This will give our children the self confidence to move onto the next stage in their development.

We recognise that parents are young children's first educators and welcome their involvement in our pre-school in order to ensure that the children's home based learning and the learning opportunities we offer extend and reinforce each other.

We actively seek to combat sexism and promote equal opportunities for girls and boys, women and men.

We promote equality of opportunity for children with Special Educational Needs and their families.

### PROCEDURES

How do we do this?

- Information, written and spoken, will be clearly communicated in as many languages as necessary. Bi-lingual children and adults are valued, and their languages and skills will be recognised and respected in our setting.
- The medical, cultural and dietary needs of all children, families and adults working in the setting will be met.
- We plan our learning programme to extend the children's experiences and knowledge of other cultures, languages and celebrations.
- We ensure that the activities reflect the diversity of our society, not just our setting.
- We encourage children to explore, in a positive way, the differences and diversity of people by ensuring the representations of people are accurate and realistic, e.g. dolls, puppets, models.
- Discriminatory behaviour or remarks are unacceptable in our pre-school and will be challenged. We will respond in a way that is sensitive to the feelings of the victim and help those responsible to understand and overcome their prejudices.

## **EQUAL OPPORTUNITIES & ANTI-BIAS POLICY PROCEDURES (continued)**

- We seek to enable adults with disabilities to take part in our setting where it is safe and reasonable to do so.
- We monitor our practice and have regular meetings to discuss and decide how to improve our practice and procedures.
- Meetings, events and courses will take account of the needs of families with young children, and will be designed to ensure all who wish to be involved in the organisation and management of our setting have an equal opportunity to do so.