



# Testwood Baptist Church Pre-school

## EQUAL OPPORTUNITIES

Please see also: Admissions, Complaints

### Policy Statement

Testwood Baptist Church Pre-school is a Christian pre-school and is seeking, in line with the aims and beliefs of Testwood Baptist Church, to provide equality of opportunity for all children and families, staff and volunteers. Testwood Baptist Church Pre-school works in accordance with all relevant legislation. We believe that the group's activities should be open to all children and families, staff and volunteers. We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values and may grow up in different family structures. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families using our setting.

We aim to:

- Promote equality and value diversity within our setting and foster good relations with the local community.
- Actively include all families and value the positive contribution they make to our service.
- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of differences.
- Provide a secure and accessible environment in which every child feels safe and equally included.
- Improve our knowledge and understanding of anti-discriminatory practice.
- Challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) and where possible, take action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service. The protected characteristics as defined by the Equality Act (2010) are age, gender, gender reassignment, marital status, pregnancy and maternity, race, disability, sexual orientation and religion or belief.

### Admissions

Admissions policy is detailed separately.

### Employment

- The Pre-school will appoint the best person for the job and will treat fairly all applicants for jobs and all those appointed in line with the aims and beliefs of Testwood Baptist Church.
- The pre-school Manager will be a member of Testwood Baptist Church or an active member of another Church which is recognised by the Elders of Testwood Baptist Church.
- Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.
- The applicant who best meets the criteria is offered the post subject to references and suitability checks. This ensures fairness in the selection process.
- We monitor our application process to ensure that it is fair and accessible.

### Training

- We seek out training opportunities for all staff to enable them to develop anti-discriminatory and inclusive practices.
- We ensure that our staff are confident and fully trained in administering relevant medicines and performing invasive care procedures on children when these are required.
- We review our practices to ensure we are following this policy.

### Curriculum

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self-esteem, empathy, critical thinking and reflection.

We ensure that our practice is inclusive by:

- Encouraging an environment of mutual respect and tolerance.

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- Modelling desirable behaviour to children and helping children understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Ensuring all children are respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination.
- Giving children appropriate opportunities to explore, acknowledge and value similarities and differences between themselves and others whilst following the EYFS.
- Recognising locally observed festivals and holy days.
- Ensuring information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual or multilingual children and adults are an asset. They will be valued and their languages recognised and respected in pre-school.
- Ensuring that disabled children with or without special educational needs are fully supported.
- Choosing resources that will give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

## **Environment**

We ensure that our environment is as accessible as possible for all visitors and children. We do this by:

- Assessing whether the setting is accessible to all disabled children and adults and if it is not, then making reasonable adjustments to accommodate their needs.
- Fully differentiating the environment, resources and curriculum to accommodate a wide range of learning, physical and sensory needs.

## **Families**

- We understand the diversity of family lifestyles and aim to support all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage mothers, fathers and other carers to take part in the life of the setting and contribute fully.
- For families who speak languages in addition to English we will develop means to encourage their full inclusion.
- We offer a flexible payment system for families with differing means.
- We provide a Complaints procedure in our Admissions Pack for parents to see.

## **Food**

- We work in partnership with parents to ensure that the dietary requirements of children that arise from their medical, religious or cultural needs are met wherever possible.
- We help children to learn about a range of food and of cultural approaches to mealtimes and eating. We help them to respect cultural differences.

So that our policies and procedures remain effective we will monitor and review them regularly to ensure our strategies meet our overall aims to promote equality, inclusion and to value diversity.

We regard the Public Sector Equality Duty to eliminate discrimination, promote equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

## **Legal Framework**

The Equality Act (2010)  
 Children Act (1989 & 2004)  
 Children and Families Act (2014)  
 Special Educational Needs and Disabilities Code of Practice (2015)

This Policy relates to the Safeguarding and Promoting Children's Welfare section of the EYFS Statutory Framework.

Agreed by Pre-school Management Team

Signed : Sandra Andrews

Date: 6<sup>th</sup> Jan 2025

Review Date: Autumn 2026

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