



HUMPTY DUMPTY PRE-SCHOOL

All Saints Centre, New Road, Hackbridge, Surrey CR4 4JN

EQUAL OPPORTUNITIES AND DIVERSITY POLICY AND PROCEDURES

Parents/Staff Pack

Here at Humpty Dumpty Pre-school we welcome all children irrespective of family gender, sexuality, class, family status, means, special needs, disability, colour, ethnic origin, language spoken, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help with our pre-school have an equal chance to do so.

We work in accordance with all relevant legislations including:

1. Race Relations Act 1976/Amendment Act 2000
2. Sex Discrimination Act 1986/Amended 1999
3. Children Act 1989
4. Code of Practice
5. Work in accordance with EYFS
6. Special Needs and Disability Act 2001 (SENDA)

Admissions

Here at Humpty Dumpty Pre-school we are open to every family in the community. The waiting list is not operation on a first come, first served basis, but a more farer system as follows:

1. Family circumstances
2. Special Needs
3. Age/Ability

We invite parents and children in for an introductory meeting to discuss who their child's keyworker will be, days they want their child to attend, the days routine etc. Each parent is shown our Parents Pack which outlines our policies and procedures. The visit also gives the parents the chance to see how the Pre-school runs and to ask any questions. It is an opportunity for us to discuss family background and any special needs that the child may have/require. Through this process each child has the opportunity to meet the staff and feel relaxed and confident for when they start at our Pre-school.

Employment

If a vacancy becomes available within the Pre-school, we will endeavour to appoint the best person for the job on the basis of ability. All applications will be looked at and short listed according to the individual's ability to suit the vacancy.

No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origins, culture, religion or belief.

Once short listed, these applications will be interviewed to determine the best person for the job. It is essential that they are committed in implementing the group's Equal Opportunity Policy which will form part of the job description for all workers.

All staff have equal opportunities for staff training and development.

Families

Humpty Dumpty Pre-school welcomes and recognises families from different backgrounds and with differing needs. We encourage staff and children to treat all individuals equally regardless of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

The Curriculum

Our curriculum encourages children to develop positive attitudes to themselves and to others by helping children feel valued. By creating a fun environment in which the child earns trust, respect and tolerance of themselves and others. We provide equality of access for all children to all learning regardless of gender, family structure, disability, ethnic origin, culture, religion or belief. We give children the opportunity to ask questions, express their feelings and empathise with others.

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in a fun environment that is free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. Access is given to all children including those whose first language is not English and those with special educational needs and disabilities and we will always try to meet these needs.

Resources

These are chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Humpty Dumpty selects materials that will develop a child's self-respect and respect for others by avoiding stereotypes and derogatory pictures or messages about any group of people.

We try to make activities as fun as possible and take this into consideration when selecting resources.

Special Needs

At Humpty Dumpty we make all children welcome regardless of ability or background. We aim to provide them all with a rich and varied curriculum and enjoyable early years experience. We aim to identify children with special educational needs at an early stage and support them using the code of practice procedures.

The SENco at Humpty Dumpty Pre-school Gill Mankertz.

The setting will support the child with whatever "additional" or "different" support is needed. The SENco and parents will jointly set an IP which will be regularly reviewed.

If concerns persist we will seek advice, from our Early Years SEN Advisor, Health Visitors, Speech and Language Therapists and Social Services.

If we are approached by the parents of a child with a disability we will offer a place to the child. Prior to their starting we would investigate the nature of the disability, the impact on the children and the steps we would need to take to make appropriate provision to meet the child's needs.

We have had experience in successfully including children with speech and language difficulties, balance and co-ordination problems, communication disorder, hearing and visual impairments and emotional and behavioural difficulties. All staff are able to use "Sign Along". All staff regularly attend training on Special Educational Needs.

We are able to take children with physical disabilities as we are on the ground floor, and have disabled facilities including toilets and wide access.

We will use our own resources or either buy or borrow resources to meet children's individual needs.

We monitor the progress of children with Special Educational Needs into school by setting up a meeting with the receiving school to which parents and agencies working with the child are invited. At this meeting we discuss the child's strengths and areas for development.

We are firmly committed to all children in our care, regardless of ability, having fun and an enjoyable time as well as taking steps forward in their development and learning.

Discriminatory Behaviour/Remarks

Discrimination can occur both directly and indirectly:

Direct discrimination occurs when a child or group of children from one category (e.g individuals from one ethnic group) are tolerated less favourably than a person from another category.

Indirect discrimination occurs when a requirement or condition is applied equally to categories but puts a child or group of children at a disadvantage due to their gender, race or disability, such as being toilet trained before a child can attend the pre-school may discriminate against a child with a disability such as having autism or cerebral palsy.

Discriminatory behaviour or remarks are unacceptable at Humpty Dumpty Pre-school.

Our response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

If inappropriate behaviour or remarks were made, we would talk to the parents of the children involved and try to resolve the situation to the satisfaction of all concerned.

Language

Here at Humpty Dumpty Pre-school information, written or spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They are valued and their languages recognised and respected in our Pre-school.

We have a variety of multicultural and bilingual books. We acknowledge different cultural events and make all children aware of these.

Food

Here at Humpty Dumpty Pre-school we acknowledge that children have different medical, cultural and dietary needs and we work with parents to ensure these needs are all met.

During snack time the children learn a variety of social skills. We provide healthy snacks, fruit, dried fruit, crackers, raisins etc so that the children become aware of what is good or bad for them.

Meeting

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in our Pre-school.

The Inclusion Co-ordinator at Humpty Dumpty Pre-school is: Jackie Barge