Compton Preschool Equal Opportunities and Accessibility Policy

Introduction

Compton Preschool values the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of childrens’ varied experiences and needs. We offer a broad and balanced curriculum, which follows the EYFS, and we have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equal Opportunities Policy extends to adults: staff, parents and carers.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation relating to equal opportunities. In line with that legislation, it seeks to ensure that Compton Preschool provides equal opportunity for all children and adults, giving due regard to groups with ‘protected characteristics’, in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the act.

Aims and objectives

We aim to act positively and have due regard for the need to challenge and eliminate unlawful discrimination- within both our preschool and our community.

We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.

We seek to ensure that all children have equal access to the full range of activities and opportunities provided by the setting and will make reasonable adjustments when necessary.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning and happiness for some groups of children.

We aim to ensure that all recruitment, employment, promotion and training processes are fair to all and provide opportunities for everyone.

We aim to challenge personal prejudice and stereotypical views whenever they occur.

We value each child’s worth, celebrating the individuality and cultural diversity of our community and showing respect for all minority groups.

Racial equality

In our setting we will:

* strive to eliminate all forms of racism and racial discrimination;
* promote equality of opportunity, regardless of race, ethnicity or religion;
* promote good relations between people of different racial and ethnic groups;
* seek to educate children in a manner which promotes community cohesion in a multi-cultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will document it and deal with it in accordance with Ofsted guidelines.

We endeavour to make our setting and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through topics, festivals, books and resources, and by collaborating with parents and inviting them to share their cultural heritage.

Disability non-discrimination

Some children in our setting may have disabilities. We are committed to meeting the needs of these children, as we are to all children within the setting. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.

Compton Preschool is committed to providing an environment that allows disabled children and adults full access to the preschool premises and to all areas of learning.

We are committed to providing an accessible environment which values and includes all children, staff, parents/carers and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Signed on behalf of Compton Preschool by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: 11th November 2022

Date of review: Nov ‘23