**Beechoak Farm Montessori Preschool**

**Single Equality Policy**

This policy has been written to inform all those who work within Beechoak Farm Montessori Preschool or have contact with it our approach to supporting equality in all areas of our daily routine.

This document had been developed by staff in reflection of the passing of the Equality Act 2010. The Equality Act protects people from discrimination. It replaces all previous Acts including the discrimination Act and the Race Relations Act. Our policy supports and informs our practice, and as a working document it is open to review in the light of changing legislation, circumstances and the needs of the preschool users.

This policy should be read in conjunction with our SEND local offer, SEN policy, behaviour policy and Equality policy.

**Equality Statement**

Every child at Beechoak Farm is treated in a non-discriminatory way. We value diversity and take advantage of the benefits that it brings. We aim to provide a secure environment that is accessible to all to allow each child to flourish and meet their full potential. We believe in providing a positive non-stereotypical outlook to gender roles, disability and differing races and cultures. We believe that each child is unique and will be supported in a way that best suits their needs.

**Legal Duties**

As a preschool we acknowledge our duties under the Equality Act 2010. The duties are:

* Eliminate discrimination
* Foster equality of opportunity
* Support good relations

We understand the requirements of the Act and support the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. The protected characteristics are as follows:

* Age
* Disability
* Race
* Gender
* Maternity and pregnancy
* Religion and belief
* Sexual orientation
* Marriage and civil partnership

To ensure we meet our general duties we will collect data in relation to the above protected characteristics. We then analyse this data and use it to ensure that everyone is receiving equality of opportunity. Data will support our preschool development plan.

As a preschool we also recognise the UN Convention of the Rights of the Child and in fulfilling of legal obligation to both the UNCRC and the Equality Act 2010we will:

* Recognise and respect diversity
* Observe good equality practice
* Foster positive attitudes and a shared sense of belonging
* Reduce and remove barriers to equality
* Strive to make a positive impact to society

**Ethos**

We offer first class Montessori teaching along with a caring, warm, safe and stimulating environment for every child attending, regardless of their gender, age, ethnicity, religion, culture or needs. We focus on providing a top quality service for all our parents, and strive to maintain a friendly yet professional atmosphere, working together to benefit the child.

**Safeguarding children**

**1.8 Valuing diversity and promoting equality**

**Policy statement**

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**Procedures**

• Chanelle Lamb is our ENCO (Equality Named Coordinator), she is overseen by Hayley Majeika and Sarah Norfolk who also take responsibility for the monitoring of groups of children.

**Admissions**

• Our setting is open to all members of the community.

• We provide information in a clear and concise way.

• Our admissions policy is based on a fist come first system, giving priority to siblings.

• All parents are aware of our equal opportunities policy.

• We do not prevent admission to Beechoak Farm to a child on the basis of disability, colour, ethnicity, religion or social background.

• We take action against any discriminatory behaviour shown by anyone involved with Beechoak Farm. Any name calling or threatening behaviour is unacceptable and will be dealt with in the strongest manner.

**Employment & Training**

• Applicants from all backgrounds are welcome and will be judged purely on merit and suitability for the post through a fair application process.

• The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process.

• All job descriptions include a commitment to and respect of equality and diversity.

• All staff attend courses that allow them to develop inclusive practices to ensure that all children flourish regardless of their background, culture, needs etc.

• Staff will be trained to administer medicines and carry out invasive care regimes if needed.

• We review our practice regularly to ensure we are meeting our objectives regarding equality, diversity and inclusion.

**Curriculum**

• The curriculum at Beechoak Farm encourages all children to have high self-esteem and respect for others regardless of differences. It encourages children to think for themselves and develop a sense of empathy. Our environment is as accessible as possible to any person visiting Beechoak. If it is found that some parts are inaccessible to some then reasonable steps will be taken to overcome the problem.

**Families**

• We welcome the diversity of all families and encourage the children to incorporate stories of their everyday life into Beechoak Farm.

• We encourage parents/carers to contribute to Beechoak Farm.

• For families who English is not the first language spoken we develop other means of communication.

**Food**

• For children that have any dietary needs we work in conjunction with the parents.

• We encourage the children to become aware of a range of food and cultural approaches to mealtimes and eating and incorporate many different meals into our menus.

**Monitoring & Reviewing**

• Our policies are reviewed annually to ensure that they remain effective

• We have a complaints procedure which is available in our operational plan.

At Beechoak we recognise that ‘Equality’ does not mean treating everyone the same, instead it means providing everyone with all they need to have an equal chance. Some may need more than others to be given this chance.

**Responsibility**

Here at Beechoak we all share the responsibility of promoting equality, as shown below:

|  |  |
| --- | --- |
| Role at Preschool | Responsibility |
| Proprietors | Having regard to equality policy and considerations. Promoting positive key messages to all staff, parents and children. Promoting expectations of the staff, parents and children and sharing what can be expected of the preschool in return. Ensuring that training received is adequate and relevant. Ensuring that all staff are aware of their responsibility to record and report prejudice. Ensure that there is adequate resources to support equality throughout the preschool. Use the information available from monitoring to ensure that anyone that falls into one of the protected characteristics is receiving equality of opportunity. |
| Senior Management Team | Having regard to equality policy and considerations. Promoting positive key messages to all staff, parents and children. Promoting expectations of the staff, parents and children and sharing what can be expected of the preschool in return. Ensuring that training received is adequate and relevant. Ensuring that all staff are aware of their responsibility to record and report prejudice. Monitor groups of children to ensure adequate attainment. |
| Practitioners | To support the senior management team as above. Ensure fair treatment and access to activities, resources and opportunities. Deliver positive outcomes for children. Uphold the commitment made by Beechoak Farm Montessori Preschool to parents and children on how they can expect to be treated. Plan and deliver and inclusive curriculum. Report and record prejudice related incidents. |
| Parents | Be proactive in tackling inequality and report to the preschool any actions that can be taken to remove barriers and eradicate inequality, in order to promote equality for all.  |
| Children | Take an active and enthusiastic approach to taking part in all activities and opportunities. Be kind to friends, help one another, share and take turns.  |

We ensure that everyone is aware of the Single Equality Policy by sharing it on our website.

**Monitor and Review**

This policy will be reviewed at least every three years to ensure that it is effective against tackling discrimination and supporting equality and as such will influence or preschool development plan. The preschools core vision and values are underpinned by our commitment to ensuring that every service user is provided with equality of opportunity and given all they need to succeed. We provide a welcoming, inclusive ethos and environment that celebrates diversity. We plan our experiences carefully to ensure accessibility to all children and their families. We strive to continue to improve our inclusive approach.

**Equality in practice at Beechoak:**

* Diverse planning topics that encourage the children to consider and celebrate diversity, such as ‘all about me’, ‘where in the world’ and ‘Chinese new year’
* Interesting and stimulating visitors such as Guide Dogs for the bling, Chinese dragon dancing and African drumming workshops.
* A welcome display with greeting s in the language of our school community
* Regular inventive displays giving value to children’s home backgrounds.
* Use of Tapestry to share children’s experiences with extended family.
* Books that take into consideration differing home situations and family structures.
* Birthday’s displays that show both children and staff birthdays, ensuring that all children feel part of our preschool community.
* Entrance ramps, wide doorways and accessible toilets ensuring we are wheelchair user friendly.
* Parents craft sessions, sports day and Christmas carols to encourage the involvement of parents and foster a sense of community.
* Use of Makaton and visual supports to aid communication
* Employment of one to one support when possible to support children with educational needs and/ or disability.
* Good relations with outside professionals to work collaboratively with parents to support children with SEN.
* Celebration of various religious cultural and religious festivals throughout the year such as Chinese New Year, Easter, Diwali and carnival week. Providing the children with opportunities to find out about each other’s cultural and religious traditions through stimulating activities such as cooking, group discussions, role play and music and dance.
* Supporting parents to realise the importance of their home language, supporting children’s home language whilst at preschool and encouraging their confidence and skills to develop the English language through stimulating activities.
* Rich resources both inside and outside reflecting diversity, similarities and differences including books, puzzles, posters, photos, puppets, dolls, small world figures, musical instruments, and role play activities.

This policy was adopted by staff at Beechoak Farm Montessori preschool.

Held on 4th December 2017

Date to be reviewed December 2018

Signed on behalf of Beechoak Farm Montessori by

Charlotte Muggleton & Sarah Norfolk / Hayley Majeika

 Proprietor Manager