

## **6. Equality, Diversity and Inclusion Policy**

### **Statement of intent**

Welford Pre-school is committed to the principles and practice of equal opportunity.

### **Aim**

Welford Pre-school wishes to provide a supportive, open environment where all children and employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status and social class, are fully included in order to reach their full potential. We oppose all forms of unlawful and unfair discrimination.

### **Methods**

- Ensure all children are included.
- Provide children with activities and learning opportunities to acknowledge, promote and respect diversity in the wider community.
- Provide images and role models, which illustrate non-stereotypical roles, racial, cultural and religious diversity and disability.
- Encourage an understanding of spiritual development by reflecting all faiths and encouraging the tolerance of all faiths including the promotion and celebration of religious festivals and their meanings. We aim to enjoy and celebrate religious events.
- Inviting parents/carers, in the form of parent committee, to be involved in reviewing our policies.
- Ensuring our publicity will demonstrate an understanding of equality and diversity.
- Using language which is easily understood and where necessary providing information regarding services in a format that is identified as being necessary e.g. different languages.
- The equal opportunities policy will be made available to all employees.

### **Our commitment**

- We recognise the need to monitor and review our policies and welcome challenges from, and the involvement of employees and families in this process.
- We will actively consult with different individuals and communities to ensure that the services provided are responsive and reflect the diversity of needs. We will also seek and utilise resources, support and advice from external agencies and services where possible.
- Breaches of Welford Pre-school's equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Welford Pre-school Committee.

Date reviewed	<b>17/06/2021</b>
This policy was adopted at a meeting of Welford Pre-school held on	<b>08/07/2021</b>
Signed on behalf of the Committee	<i>E Worrell</i>
Role of signatory	<b>Chair</b>