

Equality and Diversity Policy

Presented to	Date	Name (Chair)	Signature
Collegiate			
Trustees			
Review			

This Kindergarten works in accordance with all relevant legislation. Staff at this Kindergarten believe in promoting equal opportunities for everyone and value diversity in children, parents, carers, staff and visitors. We believe that all children have an entitlement to have equal access to a broad, balanced, relevant and differentiated curriculum. Staff strive to ensure that all children develop self-confidence and high esteem whilst recognising and valuing differences between themselves and others.

The member of staff with responsibility for Equal Opportunities is Christopher Bosman. It is this member of staff's responsibility to review, monitor and evaluate the effectiveness of our inclusive practices.

1. Equality of Opportunity

- 1.1. This Kindergarten promotes equality of opportunity for all children in our care, including support for children with Special Educational Needs (see Special Educational Needs Policy) or disabilities.
- 1.2. The diversity of individuals and communities is valued and respected. No child or family is discriminated against.
- 1.3. It is the responsibility of all staff to promote equal opportunities.
- 1.4. We encourage children to recognise their own unique qualities and the characteristics they share with other children.
- 1.5. We work with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements, etc.

1.6. We promote an anti-bias curriculum through the use of our toys, dolls and equipment. The adults lead by example.

1.7. We celebrate a wide range of cultural and seasonal festivals where appropriate.

All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.