



For the benefit of this policy Laira Green Trust – which is the governing body of Greenshoots Pre-school and Wraparound care is hereafter referred to as Greenshoots

Equal Opportunities Policy

Policy Statement

Greenshoots is committed to providing equality of opportunity for all children and families and will take positive action to eliminate discrimination in all areas of their work.

Greenshoots works in accordance with the Equalities Act 2010.

Greenshoots believe that the setting's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help within Greenshoots have an equal chance to do so.

Where necessary, Greenshoots preschool will make appropriate adjustments to provisions in line with our this policy. If the need arises and it is felt by any party that the setting requires some reasonable adjustment in order to provide a more inclusive environment, the management of Greenshoots and trustees of the Laira Green Trust will meet to discuss the matter at hand and provide an appropriate solution.

Admissions

Greenshoots is open to every family in the community. Accepting children from the waiting list, according to their age and with priority given to those who have siblings already attending Greenshoots sessions.

Families joining Greenshoots are made aware of its Equal Opportunities Policy, which is regularly reviewed.

Information on children is collected during the registration process and each child will have a key person who works with the child and their family to ensure the needs of each individual child are met.

Greenshoots has a separate Admissions Policy which should be read alongside this section.

Employment

Any vacancies will be advertised. Laira Green Trust will appoint the best person for each position and will treat all applicants for positions fairly and all those appointed fair-

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

Commitment to implementing the Equal Opportunities Policy of Greenshoots will form part of the job description for all workers.

Greenshoots is committed to ongoing staff development and training in all aspects.

Therefore all staff will be given equal opportunities to maintain their professional development by seeking out and offering local and national based training courses.

Greenshoots has a separate Safer Recruitment Policy which should be read alongside this section.

Families

Greenshoots recognises that there are many different types of family groups which can, and do, successfully provide love and care for children.

At Greenshoots preschool we pride ourselves on the inclusive ethos of the setting. Each child's individual need is catered for, regardless of their background, ethnicity or religion. This is done by ensuring a strong relationship is developed between the setting and parents and carers in order to benefit the needs of each individual child. In addition, all staff undertake inclusion and diversity training to broaden their knowledge in this regard. As a result of this approach, all children feel valued and understood whatever their ability, ethnicity or gender.

Greenshoots offers a flexible payment system for families with differing means. We are dedicated to the support of all families and children within our setting.

Families who have English as an additional language will be supported by the setting with paperwork and other processes such as an EHCP. Families will be involved in all aspects of support for their child working with a team of professionals. An interpreter can be arranged if required.

Festivals and Religions

Our aim is to show respectful awareness of all the major events in the lives of the children and families within Greenshoots, and in our society as a whole. Greenshoots welcomes the diversity of backgrounds from which the families come, without indoctrination in any specific faith.

In order to achieve this:

- Greenshoots aim to acknowledge all the festivals and religions that are celebrated in our area and/or by the families involved with our setting.
- Children will be made aware of all festivals and religions which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

- Before introducing a festival or religion with which the staff members of Greenshoots are not themselves familiar with, they will familiarise themselves with that event or faith.
- Children and families who celebrate at home festivals or events which the rest of Greenshoots are not familiar with, will be invited to share their traditions / celebrations with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals and religious celebrations together with the stories, special food and clothing they involve, as part of the diversity of life.

The Curriculum

Every child that attends Greenshoots should feel included, valued and supported. This is done by ensuring that, in addition to providing outstanding child care regardless of background, ethnicity or religion; all staff at the nursery are familiar with the policies and procedures of the setting in regard to inclusion and diversity. The children will be encouraged to express their individuality through activities and play and have their differences embraced through discussion and song. Tolerance and understanding is a crucial part of the ethos at Greenshoots and pervades every interaction between staff members and their key children. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within Greenshoots will ensure that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to learn from them. Appropriate opportunities will be given to all children to explore, acknowledge and value similarities and differences between themselves and others. Token gestures will be avoided and equality will be fully integrated into the provision and throughout Greenshoots.

Resources

All Children who attend Greenshoots should feel that their differences are celebrated and that the setting values and promotes diversity. This is done through the provision of well planned activities and play and that different cultures, genders and ethnicities are represented in resourcing and the environment. Children in the setting will be encouraged to share stories and customs from their homes and families regardless of their background. Our resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multicultural society. Materials will be selected to help children develop their self-respect and a respect for other people by using images and words that reflect positively the contribution of all members of society.

Special Educational Needs

Greenshoots recognises that children have a wide range of needs which differ from time to time, and will consider what role staff can play in meeting these needs as they arise. Planning for meetings and events will take into account the needs of people with special educational needs and disabilities.

Greenshoots has a separate Special Educational Needs and Disabilities (SEND) Policy which should be read alongside this section.

Discriminatory Behaviour / Remarks

At Greenshoots children are encouraged to value and respect others and uphold the values of tolerance and understanding that are key to the provision of the setting. Manners and oracy skills are modelled for the children and staff members uphold high expectations in regard to their reciprocity. When respect and fair treatment is shown, children are rewarded with praise and their contributions noted as good examples for their peers.

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable within Greenshoots.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour / remarks will not be tolerated.

The Equalities Act 2010 underpins equality for young disabled children. Greenshoots will make reasonable adjustments to prevent disabled children from being at a substantial disadvantage. Greenshoots will not treat a disabled child less favourably than a child without a disability.

Any discriminatory behaviour towards staff, parents or children will be dealt with and if any issues arise amongst families we will do our very best to help resolve the situation. All parties will have the opportunity to tell their side and the pre- school will address the issue in the best way we feel is appropriate. We will seek advice from the Local Authority for advice if we feel more support is needed.

Food

Medical, dietary and cultural needs will be met through the development of our strong working relationship with parents and carers. Where necessary we will take appropriate advice in order to ensure that relevant adjustments are made to provision in the setting in this regard. Greenshoots will help children learn about a range of food, diverse cul-

tural approaches to mealtimes and how eating forms a part of different cultures and festivals in society. This approach supports the aim of the setting in encouraging the promotion of diversity and respect for differences amongst children and families.

Language

Basic information, whether written or spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual / multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected within Greenshoots.

Greenshoots have access to an interpreter where required and will ensure information is translated into each specific family's home language.

British Values

Greenshoots recognises that the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are implicitly embedded in the 2017 Early Years Foundation Stage.

Greenshoots encourage children to know that their views count and to value each other's views and values and talk about their feelings. Greenshoots will support the decisions that children make and provide activities that involve turn taking, sharing and collaboration. Children will be given opportunities to develop enquiring minds in an atmosphere where questions are valued.

Children will be encouraged to develop a positive sense of themselves through the provision of opportunities to develop their self-awareness, self-esteem and build confidence. Greenshoots staff will also provide experiences that enable children to explore the language around feelings and reflect on their different opinions. Greenshoots promotes an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and the children are engaged with the wider community.

Further support and advice can be found in the British Values document on the 'Foundation Years' website.

Meetings

The pre-school will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have any equal opportunity to be involved and informed about Greenshoots.

Advice from Outside Agencies

The Gateway can support Greenshoots with information and links to resources for chil-

dren from black, minority or ethnic groups and those with English as an additional language.

The setting now has a code of conduct policy in which supports behaviours towards our staff and parents/carer sign this agreement on joining the pre-school.

This policy was adopted on: _____

Signed on behalf of Laira GreenTrust - Greenshoots Pre-school and Wraparound Care

Chairperson, Laira Green Trust:

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