**Equal Opportunity policy**

Abacus Pre-School is open to all children living in the local area. We will operate according to the principles of the Equality Act 2010 so that parents and carers can place their child irrespective of their disability, sexual orientation, age, marriage or civil partnership, pregnancy or marriage, gender, race, religion or belief.

We aim to show respectful awareness of the cultural diversity in our society: both locally and on a broader basis. We aim to acknowledge and value each child’s individuality, ability, disability, culture, religion or belief and family group. This will give the children the self-confidence to move on to the next stage in their development. We actively seek to challenge sexism and promote equal opportunities for boys and girls, women and men. We promote equality of opportunity for children with special needs and disabilities, and their families.

• Recognise and respect bilingual children and adults and value their languages and skills by labelling, the sign of the week, the colour of the week, in their home language.

• Never make a child feel inadequate on account of their lack of linguistic skills, whether this is due to English being their second language, a learning difficulty, or a disability that affects their speech.

• Ensure the medical, cultural, and dietary needs of children, families, and adults working in the setting will be met.

• Plan our programme to extend the children’s experience and knowledge of other cultures, languages, and celebrations by inviting those to share their festival with the rest of the group, if they wish to do so, or share a story of their everyday life at group time.

• Ensure that the activities and resources reflect positive and realistic images of the diversity of our society by discussing a range of different festivals, together with the stories, celebrations, food and clothing.

• Provide our early year’s childcare based on equality of opportunity for all children and their families, including looked after children.

• Make children aware that discriminatory behaviour or remarks are inappropriate. We will encourage a response that is sensitive to the feelings of the victim and will help those responsible to understand and overcome their prejudices.

• Enable adults with disabilities to take part in our activities, e.g. summer trips, where it is safe and reasonable to do so.

• Every month we have regular meetings to discuss how to improve our practice and procedures.

• Vary times of meetings and social events to ensure that all who wish to be involved have an equal opportunity to do so.

• Monitor our staff recruitment procedures to ensure it is fair and open to all, using a fair and open interview system to ensure applicants meet all the essential criteria outlined in our Job Description and Specification.

• Offer a flexible payment system of fees for families of different means.

• Ensure staff regularly attend Inclusion training sessions and workshops, and keep their knowledge up-to-date on equality and diversity issues.

• Work closely with Parents/Carers and other agencies.

• Have regard for the Special Educational Needs (SEN) Code of Practice when working with all children.

SENCO: Elsie Jeevaratnam / Tracey Green

Date reviewed: May 2019

Next Review Date: May 2020