



Hatch Warren
Under Fives



Kempshott
Under Fives



Policies

EQUAL OPPORTUNITIES POLICY

Hatch Warren Under Fives and Kempshott Under Fives Preschool, will hereafter be referred to as the “Preschool”

This Preschool is committed to providing equal opportunities for all children, families and employees, welcoming people from all cultural, ethnic, religious and social groups with and without disabilities and those from both genders. It recognises that many different types of family successfully love and care for children and seeks to ensure that all families have an equal opportunity to be involved in the running of the Preschool.

ADMISSION

The Preschool is accessible to all children in the local community. A waiting list is operated – please see our separate Admissions Policy for further information.

The Preschool offers a flexible payment system.

EMPLOYMENT

The Preschool will endeavour to appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

The Preschool will not discriminate on grounds of race, colour, religion, nationality, ethnic origin, age, sexual orientation, marital status, disability or gender.

CURRICULUM

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Many festivals will be part of the curriculum.

The Early Years Foundation Stage is our starting point for planning a curriculum that meets the specific needs of individuals and groups of children. We meet these needs through:

- setting suitable learning challenges;
- responding to children’s diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups of children;
- providing other curricular opportunities outside the Early Years Foundation Stage to meet the needs of individuals or groups of children.

At Hatch Warren Under Fives we achieve educational equality by continually reviewing what we do, through asking ourselves these key questions:

- do all our children achieve their best?
- are there differences in the achievement of different groups of children?
- what are we doing for those children who we know are not achieving their best?
- are our actions effective?
- are we successful in promoting racial harmony and preparing children to live in a diverse society?

SPECIAL NEEDS

The Preschool recognises the wide range of special needs of children within its care and those of their families, and will attempt to meet those needs as best it can. We will discuss the needs of all children at our weekly planning meetings and what arrangements will be made for those children where extra care, due to need, is required.

Planning for preschool activities, meetings and events will take into account the needs of people (not just children) with disabilities.

DISCRIMINATORY BEHAVIOUR/REMARKS

These are unacceptable in the Preschool. If they occur the managerial response will aim to be sensitive to the feelings of those affected and to help those responsible to understand equality.

LANGUAGE

Bilingual/multilingual children and adults will be valued and their language recognised and respected in the Pre-School. The group will endeavour to get the admissions policy, brochure and registration forms translated as and when required.

We also use Makaton within the setting and encourage all children to understand and use it too as part of our everyday routine.

FOOD

Medical, cultural and dietary needs will be met along with reasonable parental requests.

This policy was adopted at a meeting of the Preschool held on:

Signed on behalf of the Preschool _____