



## **Statement of intent**

The Ladybird Playgroup and Pre-school is committed to valuing diversity by promoting equality of opportunity and anti-discriminatory practice for all children and families.

## **Aim**

We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about 'protected characteristics' (The Equality Act 2010) including gender roles, diverse ethnic and cultural groups and people with disabilities;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- challenge and eliminate discriminatory actions;
- make inclusion a thread that runs through all of the activities of the Ladybird Playgroup and Pre-school.
- foster good relations between all communities
- and promote British values

The legal framework for this policy is:

- The Children and Families Act 2014 (SEND Code of Practice 2014)
- The Equality Act 2010;
- Disability Discrimination Act (DDA) 1995, 2005;
- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989, 2004; and
- Special Educational Needs and Disability Act 2001.

## **Methods**

### **Admissions**

The Ladybird Playgroup and Pre-school is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.



## Ladybird Playgroup Thriplow (CIO 1162435) – Equality and Diversity Policy

School Lane, Thriplow, Royston, Herts, SG8 7RH

Tel: 01763 208055 Email: [ladybirdplaygroupthriplow@gmail.com](mailto:ladybirdplaygroupthriplow@gmail.com) Web: [www.ladybird-playgroup.co.uk](http://www.ladybird-playgroup.co.uk)

- We provide information in clear, concise language, whether in spoken or written form.
- We will provide information in different languages if required.
- We base our admissions policy on a fair system.
- All parents have access to the Ladybird Playgroup and Pre-school Policy file and this includes the Equality and Diversity Policy.
- We do not discriminate against a child or their family, or prevent entry to the Ladybird Playgroup and Pre-school, on the basis of a protected characteristic as defined by the Equalities Act (2010) which include disability; race; gender reassignment; religion/belief; sex; sexual orientation; age; pregnancy and maternity; and marriage and civil partnership.
- We do not discriminate against a child with a disability or Special Educational Need and where possible will seek to make adjustments and facilitate to ensure we can admit and support children that require special provision. Where possible we do not refuse a child entry or a place at Ladybird Playgroup for any reason relating to a disability or Special Educational Need, unless their Educational, Health and Care Assessment and/or Plan identify that we cannot offer the best provision for the child.
- We develop an individual action plan to ensure that people with disabilities and special educational needs can participate successfully in the services offered by the Ladybird Playgroup and Pre-school and in the curriculum offered.

### Employment (see Recruitment and Selection Policy)

- Posts are advertised and all applicants are judged and scored against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

### Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality, valuing diversity and inclusion.

### Curriculum

The curriculum offered in the Ladybird Playgroup and Pre-school encourages children to develop positive attitudes about themselves as well as to people who are different from



themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- making children feel valued and good about themselves;
- ensuring that children have equality of access to learning;
- making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- positively reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of materials;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- differentiating the curriculum to meet children's special educational needs;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities; and
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

### Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the Ladybird Playgroup.
- We encourage parents/carers to take part in the life of the Ladybird Playgroup and Pre-school and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of differing means including Pupil Premium where appropriate.
- We take positive action to encourage disadvantaged and under-represented groups to use the setting.

### Food

- We work in partnership with parents to ensure that the health, medical, cultural and dietary needs of children are met.



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- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

**Meetings**

- Meetings are arranged to ensure that all families who wish to, may be involved in the running of the setting.
- We positively encourage fathers to be involved in the setting, especially those fathers who do not live with the child.
- Information about meetings is communicated in a variety of ways including written, verbal and in translation, to ensure that all parents have information about and access to the meetings.

**Monitoring**

- To ensure our policies and procedures remain effective we monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure and a complaints summary record which parents have access to if requested.

This policy was adopted at a meeting of the Ladybird Playgroup and Pre-school	
Held on (date)	
Signed on behalf of the Ladybird Playgroup Committee	
Role of signatory (e.g. chairperson etc.)	
Signed by Playgroup Leader/Deputy	
Name of Playgroup Leader/Deputy	