

Stower Vale Pre-School

EQUALITY AND DIVERSITY POLICY

Stower Vale Pre-School is committed to promoting equality of opportunity in all aspects of its management, organisation and day-to-day working practices. All employees, potential employees, trainees or students working in the setting have equal opportunities, irrespective of class, ethnic origin, gender, marital status, race, religion, sexual orientation or HIV/AIDS status.

Stower Vale Pre-School will not discriminate directly or indirectly on the grounds of a person's gender or marital status. In all circumstances of recruitment, employment, job descriptions, training and pay, a person of one gender will not be treated more or less favourably than a person of another gender. A married person will not be treated less favourably, on the grounds of marital status, than an unmarried person would be in the same circumstances.

Similarly, all children in our care, and their families, will be treated with equal respect, irrespective of class, ethnic origin, gender, race or religion. Any inappropriate behaviour or attitudes will be challenged and any instances of discrimination will be dealt with through disciplinary procedures.

Stower Vale Pre-School's commitment to equality of opportunity will be made evident on a day-to-day basis through:

- the provision of multi-cultural books, dressing-up clothes, toys and resources
- engaging children in activities and experiences that increase their awareness of different religions and cultures
- making resources, such as dolls, dressing-up clothes, cars and tools available to all children, irrespective of gender
- encouraging role-play outside stereotypical roles
- presenting visual images that show both sexes represented in a range of roles, traditional and non-traditional
- providing training for staff to ensure they avoid stereotypical comments such as '*Boys don't play with dolls*' or '*Which little girl is going to be the nurse?*'
- where a child attends and English is not their first language staff will work closely with parents to support the child by learning key phrases in the child's language.

ENCO: Claire Rainger