

# SOUTH DARLEY AND WINSTER PRE-SCHOOL PLAYGROUP

## EQUALITY POLICY

### **Legal Duties**

As a pre-school we welcome our duties under the Equality Act 2010. Our general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between groups

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees, not for service provision)
- disability
- race
- sex (including issues of transgender)
- maternity and pregnancy (for employees and parents/carers)
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees and parents/carers)

In advancing equality of opportunity:

- we aim to remove or minimise the disadvantages suffered by people due to their protected characteristics
- we aim to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- we encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

We welcome our duty under the Education Act 2011 to demonstrate how the education we provide meets the needs of the range of learners at the pre-school.

In fulfilling our legal obligations, we will:

- recognise and respect diversity

- foster positive attitudes and relationships, and a shared sense of belonging
- tackle prejudice and promote understanding between people (including children) from different groups
- observe good equalities practice, including staff recruitment, retention and development, and procurement
- aim to reduce and remove existing inequalities and barriers
- consult and involve widely
- strive to ensure that the communities within, around and beyond our pre-school will benefit
- use the pre-school's complaints procedure initially to deal with any complaints under the Equality Act 2010

### **Addressing Prejudice Related Incidents**

This pre-school is opposed to all forms of prejudice and we recognise that children who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our children and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents.

### **Responsibility**

We believe that promoting equality is the whole pre-school's responsibility:

The roles and responsibilities within our pre-school community

Our Manager will:

- ensure that staff and parents/carers are informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the pre-school's actions are in line with the best advice available

Our Trustees will:

- support the Manager in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy.

Our parents/carers will:

- have access to the policy through the Pre-school's website and parents file
- be encouraged to actively support the policy
- be informed of any incident related to this policy which could directly

affect their child.

*Our pre-school staff will:*

- be involved in the on-going development of the policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole pre-school issue and support the Equality Policy
- make known any queries or training requirements.

We will ensure that the whole pre-school community is aware of the Equality Policy by publishing it on the pre-school website.

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other pre-school policies are dealt with, as determined by the Manager and Trustees.

Date approved by the Trustees: 20 April 2016

Due for review: 20 April 2018

Signed: ..... Chair of Trustees

Signed: ..... Manager