

ST GILES & ST JOHN PRESCHOOL

St John Methodist Hall
Yews Avenue/Great Cambridge Road
Enfield
Middlesex
EN1 4QA
Tel: 01992 710531
Mobile : 07790215055

EQUAL OPPORTUNITIES STATEMENT

The Legal Framework for this Policy is:

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989 and 2004
- Special Educational Needs and Disability Act 2014
- Disability Discrimination Act 1995 and 2005
- The Equality Act 2010

Our aims at this Preschool are to promote a safe, caring, stimulating environment where every child and adult is included, and they feel valued, respected and are treated equally no matter what their colour, race, gender, religion and sexuality.

We will challenge anyone we feel has used discriminating behaviour or language whether it is amongst staff, parents, children or other users.

We will recruit staff fairly according to their experience, ability, and qualifications as outlined in the job description.

Children are accepted from the age of 2 years to rising 5 should the place be available.

Children with special requirements will be assessed and acted upon.

We promote 7 areas of learning and development, these are divided into 3 prime and 4 specific and reflect the needs of all our children promoting positive images. We will always obtain resources from outside agencies as and when the need arises.

- We promote British Values through:
 - Celebrating British Festivals
 - Teaching children to listen to each other and how to have a conversation.
 - Kindness, helpful and respectful of others.
 - Being polite, saying please and thank you.
 - Teaching empathy and understanding.
 - Appropriate behaviour and learning right from wrong.
 - Taking turns and sharing.
 - Being part of local community through outings and partnerships with local schools, library etc.

- Making friends and friendships.
- *Democracy*, or making decisions together (through the prime area of Personal, Social and Emotional Development)
-

Parents' points of view will always be respected and they will be encouraged to take an active role within the setting.

All religious and dietary needs will be catered for. We will promote an awareness of the needs of different cultures and let the children experience various festivals.

Reviewed 15th March 2016

Next Review 15th March 2017

Signed by

Role Of Signatory *Manager*