



Sherwood Pre-School
Community. Learning. Progress.

ANTI-BIAS PRACTICE POLICY

The Pre-School recognises that prejudice and discriminatory behaviour are damaging to children and adults and will not tolerate discrimination in any area of its practice.

We welcome the inclusion of children from our wide and diverse community.

We aim to encourage children to respect and value people different from themselves and provide them with opportunities to do this in practical ways.

We are committed to taking positive action to instil 'British' values and encourage and develop attitudes that help combat bias.

Admission

It is our intention to make the pre-school accessible to children and families from all sections of the local community. In the event of the pre-school being oversubscribed, specific admissions criteria will be employed in accordance with the pre-school's Admissions Policy.

Recruitment and staffing

Staff vacancies at the pre-school are advertised on the notice board, in relevant publications and in the local community.

Applicants are interviewed by either the manager or deputy manager and a trustee. An offer of employment will be made to the best applicant for the position. Every endeavour is made to ensure that no form of discrimination affects the recruitment process.

All staff are entitled to receive training, with due regard to their specific responsibilities and current priorities.

All staff are recognised as role models and should act in an appropriate manner to combat any form of discrimination.

Disciplinary measures will be taken against any staff member using discriminatory or threatening behaviour.

Resources

Children at the pre-school will be offered opportunities, through activities and resources to learn to respect and value all people in our society. Books, jigsaws etc. using positive images will be part of the pre-school's everyday resources; there will also be a variety of role play opportunities. Care will be taken to avoid stereotyping in all areas.

Staff will ensure that all children have equal access to activities and resources in all areas of the curriculum.

Appropriate access to resources for the disabled will be maintained whenever possible.

Parents/Carers

The pre-school welcomes fathers, mothers, relations, carers including child minders, and other people from all cultural, ethnic, religious and social groups with a legitimate interest in a specific child.

Parents/carers are always welcome to discuss their child's progress or achievements at the pre-school and appropriate contributions and involvement from all parents and carers are welcomed.

Where possible all meetings will be held at times to ensure as many parents/carers as possible are given the opportunity to attend.

Clear communication is important and every effort will be made to involve interpreters/translators when necessary.



Curriculum

All children have equal access to resources and activities. Care is taken to ensure that we offer a wide range of diverse opportunities by way of jigsaws, books, role play, physical layout, etc.

Curriculum planning will incorporate activities to help all children develop empathy, understanding and respect for the feelings of others as well as knowledge of different cultures and beliefs.

Discriminatory behaviour/remarks, including name calling and harassment, are unacceptable and will be challenged as appropriate. It will always be made clear that it is the behaviour and not the child that is being addressed. The response will aim to be sensitive to the feelings of the victim and to help those responsible to understand and overcome prejudice.

Each child at the pre-school has a key person who will monitor his/her inclusion across and development in all areas of the curriculum.

Should any person believe that this policy is not being complied with it is their duty to bring the matter to the attention of the Manager or a trustee at the earliest opportunity.

Drafted: November 2015

Ratified: November 2016