**Equality Policy**

**( See also Admissions Policy, SEN Policy, Recruitment Policy, Managing Behaviour, Intimate Care, and Safeguarding Children)**

This policy covers all aspects of Preschool. This information is in line with the Equality Act 2010. It is unlawful for Preschool to discriminate against any person by treating them less favourably because of their protected characteristic(s), namely:

• Gender

• Race

• Disability

• Religion or belief

• Sexual orientation

• Gender Reassignment or Identity

• Pregnancy or maternity

• Age

At Woodmancote Preschool we have due regard to the need to eliminate discrimination and other conduct that is prohibited by the Equalities Act 2010. We have due regard to advance equality of opportunity between people who share a protected characteristic and those who do not. As stated in the SEN Code of Practice we will make reasonable adjustments to ensure children with special educational needs or disabilities have equal opportunity to benefit from our early year’s education. We have due regard to the need to foster good relations across all characteristics between people who share a protected characteristic and those who do not. Preschool considers it extremely important to continually monitor to ensure Equality legislation is adhered to. Preschool is committed to adjusting and putting in interventions to ensure that all groups make good progress. We see ourselves as part of an increasingly diverse society and aim to present the world realistically. Our behaviour will demonstrate that we see ourselves as part of society as it exists in our own local community.

We will seek the views of our families to support being inclusive and providing equal opportunities.

**Our equality objectives are as follows**:

• To make sure that the physical environment is accessible, within the constraints of being a shared, rented space.

• To monitor pupil progress and impact of intervention strategies to ensure that all groups of pupils make good progress.

• To promote pupil voice to ensure that our children are listened to and given equality of opportunity

• Employment - As recommended by the Equal Opportunities Commission, consistent criteria for selection, training, redundancy and dismissal.

**Guidelines in order to avoid unlawful discrimination.**

• To ensure that our recruitment processes are in line with the current equal opportunities legislation.

• To review all policies which expressly refer to Equal Opportunities

• To ensure that all children have equal access to activities, making reasonable adjustments where appropriate.

The policies pertaining to Equality are:

* Admissions
* SEN
* Managing Behaviour
* Safeguarding and Safe recruitment
* Intimate care