



## **ANTI-BIAS PRACTICE POLICY**

Bolnore Village Pre-School recognises that prejudice and discriminatory behaviour are damaging to children and adults and therefore we will not tolerate any discrimination in any area of our practice.

We operate a policy of inclusion \*and welcome children from our wide and diverse community (\*see inclusion policy). This Policy takes into account the Disability Discrimination Act 1995 and the Equality Act 2010.

We aim to encourage children to respect and value people different from themselves and will provide them with opportunities to do this in practical ways. We are committed to taking positive action to encourage and develop attitudes that help combat bias.

### **Admission**

It is our intention to make Bolnore Village Pre-School genuinely accessible to children and families from all sections of the local community. In the event of the Pre-School being oversubscribed the admissions criteria will ensure priority is given to a child on the relevant waiting list.

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### **Recruitment**

Staff vacancies at Bolnore Village Pre-School are advertised on our notice board, in relevant publications and in the local community.

Applicants are interviewed by the Managers. An offer of employment will only be made to the best applicant for the position in accordance with our non-discriminatory practice. We will endeavour to ensure that no form of assessment discriminates unlawfully or on grounds that are not covered by legislation.

Staff are encouraged to participate in further training and staff training days during the year. We will ensure that staff are aware of any specific special needs requirements and endeavour to ensure that staff have a basic understanding and knowledge of the faiths of children in the setting.

All staff are recognised as role models and should act in an appropriate manner.

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



## **Resources**

Children at Bolnore Village Pre-School will be offered opportunities by way of activities and resources to learn to respect and value all people in our society. Books, jigsaws, puppets etc. using positive images will be part of the everyday resources as well as a variety of role play opportunities. Care will be taken to avoid stereotyping in all areas.

Parents/carers from different cultures/faiths are encouraged to come into the setting, share with the children, read dual language books etc.

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

## **Parents/Carers**

Parents/carers are always welcome to discuss their child's progress or achievements at Bolnore Village Pre-School and we welcome parental contributions and involvement.

A weekly newsletter keeps parents aware of events and news of activities, fundraising etc. at the Pre-School.

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

It is important that staff and parents/carers can communicate well and all efforts will be made to ensure this is the case. Every effort will be made to involve interpreters/translators when necessary.

## **Curriculum**

We will ensure that all children have equal access to our resources and activities. Care will be taken to ensure that we offer a wide range of diverse opportunities by way of jigsaws, books, role play, physical layout, etc. Parents will be approached for advice on accuracy when appropriate.

Curriculum planning will incorporate activities to help children develop empathy, understanding and respect for the feeling of others as well as knowledge of our 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 their prejudice.

Each child at Bolnore Village Pre-School has a key person who will monitor his/her 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 Managers at the earliest opportunity.**