Aldbourne Preschool

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**Policy: *Race Equality***

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This policy has been drawn up by the staff of the Preschool, in consultation with the Owners and parents.

Aldbourne Pre-School is committed to providing equality of opportunity for all children and families. We are also committed to tackling racial discrimination and building positive race relations throughout our practices.

* We aim to ensure that all children feel included, secure and valued.
* We aim that no child should be excluded or disadvantaged because of ethnicity, culture or religion, home language or family background.
* We aim to include and value the contribution of all families to our understanding of diversity.
* We aim to provide positive, non-stereotyping information about different ethnic groups.
* We aim to help children to understand that discriminatory behaviour and remarks are unacceptable.

Race Relations and the Curriculum

The curriculum offered in the Pre-School fosters good race relations by encouraging children to develop positive attitudes to people who are different from themselves and to empathise with others. We do this by:

* Providing positive images in books and displays which help children embrace differences in ethnicity.
* Providing opportunities for play which acknowledges children’s different religions, beliefs and cultural backgrounds.
* Planning opportunities for children to become aware of different languages and writing systems.
* Celebrating a wide range of festivals.
* Providing opportunities for children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Resources

We understand the importance of providing resources which reflect cultural and ethnic diversity. These may include:

* Dolls and puppets with realistic skin tones, facial features and hair texture.
* Crayons and paints in a variety of skin tones.
* Puzzles which reflect ethnic minorities.
* Dual text books and books in different languages.
* Books which promote positive role models of people from a wide range of backgrounds.
* Cooking utensils from different cultures in the home area.
* Multi-cultural dressing up clothes.
* Art, textiles and music from a variety of cultures.

We ensure that any resources used do not promote negative stereotypes.

Valuing Diversity in Families

We welcome the diversity of family life and work with all parents to foster good race relations. We encourage all children to contribute stories of their everyday life into the Pre-School. All parents are encouraged to share their skills with staff and children and are welcomed to enjoy the wider life of the Pre-School.

When necessary we work with the LEA to provide opportunities for children with English as an additional language to access the curriculum in their home language.

Training

We actively seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.