

## Equal Opportunities

Gan Alon is a Jewish setting, therefore, the curriculum follows the pattern of the Jewish year, with its festivals, customs and traditions, however, no child or family will be excluded on the grounds of age, gender, sexuality, class, family status, disability, colour, culture or religion.

We aim to:

Include and value the contribution of all our families to our understanding of equality and diversity.

Provide positive images and information about gender roles, diverse ethnic and cultural groups and disabled people.

Gan Alon will promote equality, value diversity: and

Ensure inclusion pervades in every area and activity of the setting.

Gan Alon recognises that children come with a wide range of special needs and we will work with families to consider what part Gan Alon can play in integrating and accommodating those needs.

Gan Alon will take action against any discriminatory behaviour by staff or parents, this includes, name calling, threatening behaviour and displaying any discriminatory material.

Threatening behaviour by any adult or group of adults is unacceptable on these premises and will be dealt with swiftly and in the strongest manner.

### Employment

Posts are advertised and applicants are judged against specific criteria, to ensure equality of opportunity.

Applicants are encouraged from all backgrounds.

Gan Alon may use the exemption clauses in relevant legislation to best serve the needs of this community.

Any applicant who is offered employment at Gan Alon, will be subject to references and checks by the Criminal Records Bureau.

The Job Description for any post at Gan Alon includes a commitment to understanding and respecting equality and diversity in others.

### Curriculum

**Gan Alon will aim to encourage children to develop positive attitudes about themselves and people who are different from themselves.**

We do this by:

making children feel valued and good about themselves.

making appropriate provision within the setting to ensure each child receives the opportunity to develop their skills and abilities whilst recognising that different children have different learning styles.

positively reflecting a range of communities in the resources.

celebrating a range of festivals

learn about a range of foods and cultural approaches to eating.

helping children to understand that discriminatory behaviour and remarks are hurtful and therefore unacceptable.

### **Valuing Diversity in Families**

Gan Alon values the diversity of family lifestyles and work.

We work in partnership with parents to ensure the medical and dietary needs of children are met.

We encourage children to contribute stories of their life and experiences to the setting on a daily basis.

For families who speak languages in addition to or instead of English, we will develop means to ensure their full inclusion.

Gan Alon offers a flexible payment system for families of differing means.

### **Supporting Children new to English**

Gan Alon supports young bilingual learners by:

- recognising that children need time to observe, play and tune into the new language, in other words we want them to feel settled and comfortable above all else;
- offering children and their families through the library program books with clear illustrations and language patterns;
- repeating key words and phrases during practical activities;
- using song and rhymes with group refrains and repeated lines;
- praising and accepting minimal efforts to join in or communicate;
- using clear natural speech and continue even if the child does not respond;
- giving the child roles and tasks that require little or no English
- using consistent routines, explain to the child and parent so they know what is expected;
- using additional verbal support repeating, modelling;
- using non-verbal communication;
- learning key words and phrases of the child's language;
- ensuring the child's home language is reflected in the resources and displays of the pre-school;
- remaining patient as generally the second language will come.



This policy was adopted at a meeting of:

Gan Alon Pre-School

Held on

Date to be reviewed

Signed by the Manager

Countersigned by

Role of counter-signatory (eg. Chair, Director  
or Owner)

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