EQUAL OPPORTUNITIES

ANTI-RACISM

POLICY STATEMENT

Playdays Preschool does not tolerate any form of racism and is committed to the development of an anti-racist ethos. Playdays Preschool will endeavour to challenge negative discrimination against people on the basis of their race, colour, ethos, nationality, ethnic origin, gender and religion.

Aims:

1. Every child has the right to an Early Years Education that is aimed at developing their personality, talents, physical and emotional welfare to their fullest potential.
2. Playdays Preschool promotes race equality and all children will have the opportunity to celebrate and learn about the diversity in our setting.
3. Playdays Preschool endeavours to install a culture of respect and equality towards all children and adults within the Setting.
4. Our curriculum promotes the diverse cultures within the Setting.
5. Positive steps are taken to encourage all Parents to participate effectively in their children’s care and Early Years Education.
6. Playdays Preschool will challenge any of the following behaviours:
7. Physical assault
8. Derogatory name calling, insults and racist jokes
9. Wearing racist badges
10. Racist graffiti
11. Verbal and non-verbal abuse and threats
12. Attempts to recruit for racial organisations or groups
13. Carrying or distributing racist material such as leaflets, comics or magazines
14. Ridicule of an individual or group for cultural differences
15. Refusal to co-operate with others because of their colour, ethnicity or language
16. Written derogatory remarks
17. Racist material or comments on Social Media

Racist Bullying

Bullying of any kind will not be tolerated within the Setting. Managers will challenge any form of bullying whether it be to children or adults within the Setting.

When recruiting new Practitioners for the Setting Playdays will consider employment based on skill set and suitability. Playdays Managers will not make decisions based on their race, colour, ethos, nationality, ethnic origin, gender or religion.

This Policy was adopted on 1st September 2021

Signed: ………………………………………………………………. L.A. Speck/Manager

Signed: ………………………………………………………………. C.J. Moore/Manager

THIS POLICY IS IN ACCORDANCE WITH EQUAL OPPORTUNITIES POLICY, SAFEGUARDING POLICY