

BEETLEY & DISTRICT PRESCHOOL

Registered as a Charity Number 1181636

Compliance Statement July 2022

Version 4

The following information shows how Beetley and District Preschool, Under the Equality Act 2010, Public sector Equality Duty, complies with the three general duties.

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act:**

- *Through our Equality and Diversity Policy.*
- *Having a named Equality Co-ordinator, Diane Calvert.*
- *Accepting everyone as individuals and respect their beliefs and lifestyles.*
- *Advertising our services through the internet, local professionals, agencies and local media.*
- *Ensuring our admissions policy and procedure are followed and does not discriminate against anyone due to their circumstances.*
- *All stakeholders (people who use the pre-school, families and staff) are made aware of and/or given a copy of our Equality and Diversity Policy and informed when it has been revised or amended.*
- *We confront and challenge any forms of discrimination, harassment and other conducts prohibited by the Act.*
- *Staff vacancies at the preschool are advertised locally and through Norfolk County Council website.*
- *The applicants are judged by specific criteria that are needed to meet the roles of the position.*
- *No applicant is rejected due to age, gender, sexuality, class, family status, means, disability, colour, religion or belief.*

2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**

- *We have dual language books for the children in our setting where English is an additional language.*
- *We offer three 7.5 hour days, giving parent/carers the opportunity to access part-time work if they wish to.*
- *We adjust our activities to meet the needs of individual children in the group, giving them access to the same opportunities whilst building up their confidence and abilities.*
- *Our tables are adjustable and allow us the flexibility to position them at the height required for individuals.*
- *When needed we seek funding to support children with any additional developmental needs.*
- *We work alongside other professionals to gain and build our knowledge and deliver the necessary support for individual families and children.*

3. ***Foster good relations between people who share a protected characteristic and those who do not.***
- *We have social activities during the year where all families using the setting can get involved in the preschool life, i.e. fundraising events, open days, trips.*
 - *Staff and committee show the same amount of respect to all who use our service, role modelling to others expected behaviour.*
 - *Where possible options on times, places and events are given to all who use the service to ensure that if we don't meet one group's needs at one time, we can meet them the next time we organise something.*
 - *For children whose parents/carers are unable to attend events due to other commitments, the children are supported by the staff.*
 - *We promote Fundamental British Values throughout our everyday practice.*