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43 Kilkenny Road, Parkview, Johannesburg 2193
011 646-2309 | info@parkviewpreprimary.co.za | www.parkviewpreprimary.co.za

Diversity Policy

Statement of intent

Parkview Pre-Primary School is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We aim to

- Provide a secure environment in which all our children can flourish and in which all contributions are valued.
- Value the contribution of all families in our understanding of equality and diversity
- Improve our knowledge and understanding of issues of equality and diversity
- Make inclusion a thread which runs through all activities of the pre-school
- Ensure that equipment and toys are appropriate to all children

Methods:

Our preschool is open to all members of the community.

We base our admissions policy on a fair system

We do not discriminate against a child or their family, or prevent entry to our pre-school on the basis of colour, ethnicity, religion or social background.

We do not discriminate against a child with a disability or refuse a child entry to our Pre-school because of a disability.

Employment

Posts are advertised and all applicants are judged against fair criteria

Posts are open to all

Applicants who best fit the criteria are offered the post. All job descriptions include a commitment to equality and diversity.

Training

Educational programmes and talks are offered to staff to enable them to develop practices which enable all children to flourish.

Curriculum

The curriculum offered at Parkview Pre-Primary encourages children to develop positive



attitudes to people who are different from themselves. It encourages children to empathise with others.

This is done by:

- making children feel good about themselves
- celebrating a wide range of festivals
- creating an environment of mutual respect and tolerance
- developing the children's social and emotional intelligence
- Helping children understand that discriminatory behaviour and remarks are unacceptable
- Avoiding stereotypes in the selection of learning materials and equipment.

Food

We ensure that the food given at snack time is suitable to all children in terms of their religious practice.

