

Equal Opportunities Policy

Our playgroup is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community. Our Equal Opportunities procedures aim to help everyone involved in the playgroup to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The playgroup aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

We recognise that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers. As such, the playgroup will both welcome and encourage parents and carers to get involved in the running and management of the preschool, and to comment on the effectiveness of its policies and procedures.

The playgroup will facilitate regular opportunities for consultation with parents/carers about the service that we provide, as a means of monitoring the effectiveness of the Equal Opportunities Policy.

Equal Opportunities Procedures

To realise our objective of creating an environment free from discrimination and welcoming to all, we will:

- Ensure that all children, including those with learning difficulties and disabilities, will be included and supported — with reasonable adjustments made for them
- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the playgroup's services.
- Treat all children and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the playgroup's programme of activities.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that the playgroups' recruitment policies and procedures are open, fair and non-discriminatory.
- Endeavour to recruit a staff team that reflects the make-up of the playgroup's local community.

- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary & Grievance Procedures policy.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000, S.E.N. Code of practice 2001, and The Equality Act 2010.

Resources, Curriculum and Learning Environment

- We aim to plan our curriculum and provide resources to extend the children's experience and knowledge of other cultures.
- Ensure that our activities reflect the diversity of our society not just our group.
- Encourage children to explore in a positive way the differences and diversity of people, ensuring that representations of people are accurate and realistic.
- Positively challenge stereotypes and assumptions surrounding racist, sexist or concerning disabilities.

The Leader will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.

All the playgroup's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in a way that is against its commitment to equal opportunities. The following headings show how we intend to show commitment to equality, a written policy document has been agreed by us for each of the following areas.

Recruitment and Selection -

We will ensure that all recruitment and selection procedures are carried out with full regard to equality. (See Recruitment and Selection Policy No13.....)

Admissions -

The admissions policy will reflect the needs of children and families from all sections of the local community, ensuring equality of access at all times. (See Admissions Policy No ...2.....)

Inclusion -

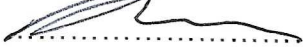
We will ensure that inclusion underpins all aspects of provision so that each person feels a sense of belonging.

(See Special Educational Needs Policy No11.....)

Behaviour Management

We will ensure that undesirable behaviour that is considered indirectly or directly discriminatory will be actively challenged and removed.

(See Behaviour Management Policy No ..7.....)

Signed:  Chairperson