



## Equal Opportunities Policy

Elworth Pre-school Group is committed to providing equality of opportunity for all children and families, whatever their race, culture, means or ability.

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our pre-school have an equal chance to do so. Families joining the pre-school are made aware of its equal opportunities policy.

### **Procedures**

#### **Admissions**

The pre-school is open to every family in the community. The waiting list is not operated on a first come, first served basis but on a fairer system. The following criteria are taken into consideration when accepting a child from the waiting list:- the child's age, any family circumstances or recognised needs and the location of the family.

#### **Families**

The pre-school recognises that many different types of family successfully love and care for children. The pre-school offers a flexible payment system for families with differing means.

#### **The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

#### **Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

## **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the pre-school:

Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

Before introducing a festival with which the adults in the pre-school are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.

Children and families who celebrate at home festivals with which the rest of the pre-school is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.

Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

## **Special Educational Needs and Disability**

The pre-school recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs. *See the Special Educational Needs and Disability policy for detailed information.*

Planning for pre-school meetings and events will take into account the needs of people with disabilities.

## **Language**

Information, written and spoken, will be clearly communicated.

## **Discriminatory behaviour/remarks**

These are unacceptable in the pre-school. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

## **Food**

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

**Parental Involvement**

The time, place and conduct of meetings and special events will ensure that all families have an equal opportunity to be involved in the running of the pre-school.

**Employment**

Posts are advertised and all applicants are judged against explicit and fair criteria.

The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and for those appointed, subject to references and checks by the Criminal Records Bureau.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

This policy was adopted at a meeting of	Elworth Pre-school Group	
Held on	.....	(date)
Date to be reviewed	.....	(date)
Signed on behalf of the management committee	.....	
Name of signatory	.....	
Role of signatory (e.g. chair/owner)	.....	