

## **7. Equal Opportunities Policy**

St Peter's Pre-School works in accordance with all relevant legislation, to provide equality of opportunity for all children and families and take positive action to eliminate discrimination in all areas of their work, including:

- Disability Discrimination Act 1995, 2005
- Race Relations Act 1976 + Amendment 2000
- Children Act 1989, 2004
- Special Educational Needs and Disabilities Act 2001
- The Equality Act 2006, 2010
- The Children and Families Act 2014

We believe that the pre-school's activities should be open to all children and families, and to all adults committed to their education and care. 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.

### ***Admissions:***

- The pre-school is open to every family in the community. A waiting list is kept, and an effort is made to accommodate newcomers to the area.
- Families joining the pre-school are made aware of its Equal Opportunities Policy, which is regularly reviewed.

### ***Employment:***

- Any vacancies will be advertised. The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.
- Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

### ***Families:***

- The pre-school recognises that many different types of family groups can and do successfully love and care for children. The pre-school aims to offer support to all families. The pre-school offers a flexible payment system for families with differing means.

### ***Festivals:***

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

In order to achieve this we aim to acknowledge all the festivals that are celebrated by the families involved in the pre-school:

- Without indoctrination in any specific faith, children will be made aware of the festivals that 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 parents and other people who are familiar with that festival.

- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

### ***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. Management of resources within the pre-school will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.
- 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 by using images and words that reflect positively the contribution of all members of society.

### ***Special Needs:***

- The pre-school recognises that children have a wide range of needs, which differ from time to time, and will consider what part it, can play in meeting these needs as they arise. If we do not share information with each other, we are unable to identify the full extent of the problem.
- Planning for pre-school meetings and events will consider the needs of people with special education needs and disabilities.

### ***Discriminatory Behaviour/Remarks:***

- Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the pre-school.
- Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated. Please see Parental Behaviour Policy for more information.

### ***Language:***

- Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.
- Bi-lingual/Multi-lingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.
- Children and parents who have English as a second or additional language will be valued, and their languages recognised and respected in the pre-school.

**Food:**

- Working in partnership with parents, the children's medical, cultural and dietary needs will be met.

**Meetings:**

- The pre-school will make every effort to ensure the time, place and conduct of meetings will enable most parents to attend, so that all families have an equal opportunity to be involved in and informed about the pre-school.

This Policy was adopted at a meeting of the pre-school held on ..... (Date)

Signed on behalf of the Pre-school ..... (Chairperson)