

Equal opportunities policy

We believe that the group'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 preschool have an equal chance to do so.

Employment

The preschool will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Families

The preschool recognises that many different types of family group can, and do, successfully love and care for children. The preschool aims to offer support to all families. The preschool offers a flexible payment system for families of differing means.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the preschool, 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 preschool.

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 preschool are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.

Children and families who celebrate, at home, festivals with which the rest of the preschool is not familiar, will be invited to share their festival with the rest of the group.

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 preschool 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 which reflect positively the contribution of all members of society.

Special Needs

The preschool 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.

Planning will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the preschool.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make clear that such behaviour/remarks will not be tolerated.

Language

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual/multilingual 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 preschool.

Food

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