



Bear Flat Pre School

Registered charity no: 1066705

Ofsted registration no: 133007

Equality of Opportunities Policy

Our designated Equal Opportunities Co-ordinator is Maria Hoskins.

Our Aim

In accordance with all relevant legislation including;

- 2007 Equality Act (Religion/belief) Regulations
- 2007 Equality Act (Sexual orientation) Regulations
- Children Act 1989 and 2004
- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976 and Race Relations (Amended) Act 2000
- Disability Discrimination Act 1995
- Sex Discrimination Act 1975 and 1986

We are committed to maintaining and developing an open environment for equality of opportunity for all those involved with Bear Flat Pre-School, irrespective of age, disability, ethnicity, gender, religion/belief and sexual orientation.

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.

Bear Flat Pre-School believes that all children are entitled to equal access to a broad, balanced, relevant and differentiated curriculum.

The Pre-school is committed to providing equal opportunities for all individuals involved with the setting in the following ways:

Staff and Committee

- All opportunities are openly advertised and each applicant is treated equally with the most suitable being appointed for each position.
- A commitment to implementing the group's Equality of Opportunities Policy is an integral part of the staff's Contract of Employment.
- Every effort is made to ensure that the time, place and conduct of meetings enables the majority of staff to participate and therefore have equal opportunity to be involved in and informed about the Pre-school.

- The Pre-School ensures that all staff receive the same opportunity to achieve his or her potential within the setting through relevant development training.

Admissions

- The Pre-School prospectus reflects that it welcomes every family in the community.
- On admittance to the Pre-School, parents/carers are asked to complete forms with information that enables us to meet the individual needs of their child/children.

Families

We recognise that a diverse range of family groups successfully love and care for children in our community.

The Pre-school offers a flexible payment system for families with differing means.

Parents/carers/families are given the opportunity to be involved in the Preschool by:

- Being invited to join the committee / attend committee meetings.
- Being asked to help on the rota.
- Being welcomed into the Pre-school to discuss/demonstrate different activities/talents related to topics, themes, including cultural/national traditions.

Parents/carers/families are given information concerning their child by:

- Being made welcome to discuss confidentially anything concerning their child with staff at anytime.
- Making all policies of the Pre-school available to parents/families and carers.
- Child development progress reports.
- Via newsletters.
- Via letters, posters, the notice board and photographic displays.
- Every effort is made to ensure that the time, place and conduct of meetings enables the majority of families to participate and therefore have equal opportunity to be involved in and informed about the Pre-school.
- Information, written and spoken will be clearly communicated in as many languages as requested.
- Bi-lingual and multi-lingual children and adults are an asset. They will be valued and their language recognised and respected in Bear Flat Pre-school.

Environment and Resources

These will be chosen to give children a balanced view of the world and an appreciation of a diverse society.

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.

All resources and activities will be equally available to both boys and girls and their participation equally encouraged.

Appropriate opportunities will be provided for children to explore, acknowledge and value similarities and differences between themselves and others.

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. These will include:

- Multicultural food/cooking utensils.
- Dressing up clothes.
- Posters/Displays/Signs.
- Books/Puzzles.
- Musical instruments, tape recordings from various cultures.
- Small world equipment, families from different cultural backgrounds in the doll's house.
- Baby dolls.
- Cooking opportunities that reflect food and cooking styles from various cultures.
- Appropriate teaching materials to support acknowledgement for various cultural festivals that are valued and celebrated.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families of Bear Flat Pre-School, 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 rest of the group, if they 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 Needs

As reflected in the Special Educational Needs (SEN) Policy, Bear Flat 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 those needs.

The Pre-school works in partnership with parents/carers, ensuring children's medical, cultural and dietary needs are met.

Planning for Pre-School meetings and events will take into account the needs of people with disabilities and special needs.

Behaviour Management

As reflected in our Behaviour Management Policy, Bear Flat Pre-school does not tolerate any form of discriminatory language, behaviour or remarks by children or adults.

Our response would 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 and remarks are not acceptable.

Implementation

All staff have access to the policy and are committed to its implementation and development.

The policy is continually monitored and its efficiency reviewed annually or more often where the need arises.

All staff are involved in reviewing and discussing the contents of this policy and practice is reviewed regularly to ensure its implementation.

Policy Adopted on Behalf of the Pre-school Committee by:.....
(Chairperson)

Date: