

Poppet's Pre-School Equal Opportunity Policy

Aim:

At Poppet's Pre-school, we take great care to ensure each individual is treated as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this pre-school.

Poppet's Pre-School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion/belief, colour, cultural or national origin, or sexuality.

We are committed to:

- Providing a childcare place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances, and the pre-school's ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media.
- Providing a secure environment in which all our children can flourish and all contributions are valued.
- Including and valuing the contribution of all families to our understanding of equality and diversity.
- Providing positive non-stereotype information about different ethnic groups and people with disabilities.

- Improving our knowledge and understanding of issues of equality and diversity.

Admissions

The pre-school is accessible to all children and families in the local community.

Recruitment

Poppet's Pre-school will strive in its recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow.

When recruiting staff a copy of the equal opportunities policy will be made available to applicants and they will be made aware of the pre-schools commitment to the equality of opportunity. During interview, applicants will not be asked questions that potentially discriminate against the grounds specified in the pre-school 'Aims'.

At interview, all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equal opportunities training.

Training

Poppet's Pre-school recognises the importance of training as a key factor in the implementation of an effective equal opportunity policy. Staff will be signposted to attend any relevant training provided by the local authority wherever applicable.

Curriculum

The curriculum offered in the pre-school encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of materials.
- Celebrating a wide range of appropriate festivals.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that the environment and learning opportunities offered are inclusive of children with special educational needs and children with disabilities.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

This policy was adopted on:.....(date)

Signed on behalf of the pre-school:(owner)

Date for review: August 2015 (annually)