

## **Equal Opportunities Policy**

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The Pre-School Learning Alliance is committed to helping pre-schools provide equality of opportunity for all children and families. As a member of the Alliance, Churchill Pre-School works in accordance with the existing legislation, including:

- Disabled Persons Act 1958, 1986
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children's Act 1989

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 work with our pre-school have an equal opportunity to do so.

### **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, (see the Admissions Policy). Families joining the pre-school are made aware of its Equal Opportunities Policy.

### **Employment**

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 successfully love and care for children. The pre-school offers flexible payment systems for families of differing means.

### **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of 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 family and those of others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults of the pre-school are not themselves familiar, appropriate advice will be sought from people to whom that festival is familiar.
- 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 festivals with the rest of the group, if they themselves wish to.
- 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.

### **Hardship Fund**

A fund exists to help provide some financial assistance for those families experiencing difficulties in meeting the cost of fees. See Hardship Policy for details.

### **The Curriculum**

All children will be respected and their individuality and potential recognized, 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 difference between yourself and others.

### **Resources**

Theses will be chosen to give the children a balanced view of the world and an appreciation of the rich diversity of a multi-racial society. Material will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### **Special Needs**

The pre-school recognizes the wide range of special needs of children and families in the community, and will consider what part it can play in the meeting of these needs. Planning for pre-school meeting and events will take into account the needs of people with disabilities.

### **Discriminatory Behaviour/Remarks**

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

### **Language**

Information written and spoken will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognized and respected in the pre-school.

### **Food**

Medical, cultural and dietary need will be met.

### **Meetings**

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