

# Hind Leys Pre-School & Natural Play Centre

## Equal Opportunities Policy

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, Hind Leys Pre-School works in accordance with all relevant legislation, including:

- Disabled Persons Act 1958, 1986
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children's Act 1989
- Human Rights Acts
- Disability and Equality Act 2010

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.

### **Admissions**

The pre-school is open to every family in the community and the surrounding areas. The waiting list is not operated on a 'first come, first served' basis but on a fairer system. We accept children from the waiting list in order of date of birth not length of time on the list.

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 a flexible payment system for families with differing means.

### **Festivals**

Our aim is to show respectful awareness of all major events in the lives of the 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 families or others and will be introduced where appropriate to the stories behind the festivals.

Children and families that celebrate at home festivals with which the rest of the Pre-School is not familiar will be invited to share their festival with the rest of the group, if they themselves 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.

## **The Curriculum**

All the 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. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

### **Anti-Bias Foundation Stage Curriculum**

An anti-bias Foundation Stage Curriculum is offered to all children and Pre-School employs an anti-bias co-ordinator. See attached Anti-Bias Strategy.

### **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 develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### **Special Needs (See also Special Educational Needs Policy)**

The Pre-School recognises the wide range of special needs children and families in the community, and will consider the part it can play in meeting these needs.

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

The Pre-School employs a Special Educational Needs Co-ordinator (SENCo) to work closely with parents and staff.

Specific nominated 1:1 staff.

### **Discriminatory Behaviour/Remarks**

These are unacceptable in the Pre-School. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

We will make all volunteers/staff/parents/helpers aware of their duties towards disabled children and children with Special Educational Needs, and ensure that discrimination towards them does not take place in any form.

### **Language**

Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children will be an asset. They will be valued and their languages recognised and respected in the Pre-School.

### **Food**

Medical, cultural and dietary needs are to be met.

### **Meetings**

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

We promote Gender Equality with our children.