

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, **OFFWELL UNDER FIVES** works in accordance with all relevant legislation, including;

- Disabled Persons Acts 1958, 1986
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children 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 help with, our pre-school have an equal chance to do so.

Admissions

Offwell Under Fives is open to every family in the community . (Please refer to our Admissions Policy).

The equal opportunities policy is made available to all families who are new to our group.

Employment

The best person for the job will be appointed. All applicants will be fairly treated.

It is expected that all staff will be committed to implementing the group's Equal Opportunities Policy.

Families

Offwell Under Fives recognises that many different types of family successfully love and care for children.

Families may make their payments in a variety of ways, to suit their own circumstances.

Festivals

We want to recognise the important events in the lives of the children and families in the pre-school and in our society. We welcome the variety 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:

- Different festivals will be introduced to the children through the curriculum. There will be no indoctrination in any specific faith. The stories behind the festivals may be discussed where appropriate.
- Should any festival be outside the knowledge and experience of adults at the pre-school, appropriate research will be carried out.

Children and families who celebrate festivals with which others at pre-school are not familiar, will be invited to share their festival with the rest of the group, if they are happy 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 children will be respected and valued as individuals whose potential will be recognised and nurtured. Children will be allowed to develop in an environment free from prejudice and discrimination. They will be given opportunities to explore, acknowledge and respect similarities and differences between themselves and others.

Resources

These will be chosen to help children gain a balanced view of the world and to learn about and value the diversity of our multi-racial society.

Materials offering only positive role models to all children will be selected for use in the pre-school. These materials will also avoid putting across any derogatory or offensive messages about any group of people, and will aim to avoid stereotypical images of male and female roles.

Special Needs

Offwell Under Fives is aware that the wide range of special needs can present themselves in a variety of ways and will prepare the pre-school to take an active part in meeting these needs where possible.

The needs of people with disabilities will be taken into account when pre-school meetings and events are being planned.

Discriminatory behaviour/remarks

These are unacceptable in the pre-school. In dealing with any such incidents, the aim will be to remain sensitive to the person who is the subject of the remark, whilst educating those who are responsible.

Language

Written and spoken information will be clearly communicated in as many languages as necessary. Children/adults who use other languages will be valued, and their languages recognised and respected by the group.

Food

Medical, cultural and dietary needs will be met.

Meetings

The planning of meetings will be such that all families have an equal opportunity to be involved in the running of the pre-school.