

SWILLINGTON PRE-SCHOOL PLAYGROUP

EQUAL OPPORTUNITIES POLICY.

Swillington pre-school playgroup believes that no child, individual or family should be excluded from the group's activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief.

We aim to ensure that all who wish to work in, or volunteer to help with our pre-school have chance 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.

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.

No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Training

We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.

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 the 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.

The curriculum

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

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 to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people. Purchases will be made in anticipation of the needs of children in the future, wherever possible .

Special needs

The pre-school recognises the wide range of special needs of children and families in the community, and will consider how best it can to play a part in meeting these needs.

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

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.

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 recognised and respected in the pre-school.

Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are 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.

Signature:

Date:

Position held:

