

Equal Opportunities Policy

Aim:

Happy stars Preschools aim is to be committed to take positive and proactive steps to ensure that we provide a safe and caring environment, which is free from discrimination, and to promote equality of opportunity for all children and their families in our local community.

Links to Every Child Matters outcomes;

Unique Child: Inclusive Practice 1:2	Positive Relationships: Respecting each other 2:1
Enabling Environments: The wider context 3:4	

Method:

We will provide a secure environment in which all children can flourish and in which all contributions are valued.

- We will include and value the contribution of all families to their understanding of equality and diversity.
- We will improve our knowledge and understanding of issues of equality and diversity by attending training sessions whenever the opportunity arises.
- We will incorporate the issues of equality and diversity in to our day to day planning of activities and within the general operation of the setting.

Our preschool is open to all families in the area and we accept children from all religions, cultures, and ethnic groups, we have disability access and welcome children with S.E.N. (Please refer to the 'written statement for SEN')

We will incorporate the equality and diversity into our curriculum and day to day planning of activities, We will acknowledge all the festivals which are celebrated in our area and by the families who are involved in the preschool (eg; Chinese new year, Divali) As well as multicultural dolls, books, and posters ,in choosing our materials we will avoid stereotype images. We will encourage children to contribute stories of their every day life into the setting at circle time.

Employment

- Any Vacancies will be advertised locally.

- The preschool will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.
- All applicants will have to provide two references and will have to undergo checks by the Criminal Records Bureau.
- Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all employees.
- We will encourage and support staff to act as positive role models to children ,by displaying and promoting tolerant behaviour ,language, and attitudes, and challenging any discriminatory incident according to the provisions set out in the staff disciplinary procedures.
- The staff will attend training whenever possible arranged by the professional bodies which enables them to develop practices and act as positive role models.
- The manager will responsible for ensuring that the Equal Opportunities Policy is implemented and that it's effectiveness is monitored regularly.

Curriculum/ activities

- We will ensure that the curriculum/activities offered in the setting encourage Children to develop positive attitudes to people who are different from them by using books, multicultural toys etc.
- We will encourage children to appreciate and value each others similarities and differences, and teach them about diversity in the immediate and wider society.
- We will ensure that the children feel valued and good about themselves
- We will ensure that the children have equality of access to learning and play
- We will avoid and challenge stereotypes/derogatory images in the selection of materials
- We will create an environment of mutual respect and tolerance; helping children to understand that discriminatory behaviour and remarks are unacceptable.
- We will endeavour to challenge any offensive behaviour ,language, or attitudes with regards to race,ethnicity,nationality,class,religion,culture,gender,language,sexual orientation and disability.
- We will ensure that the curriculum and activities that we offer allow the inclusion of children with SEN and children with disabilities.

We will meet all medical, cultural, and dietary needs of the children in our setting ,and will incorporate the different range of food , mealtimes, eating ,etc into our daily activities .we will invite families and children who celebrate at home festivals that the rest of the group are not familiar with ,to share their festivals with the rest of the group.

All parents joining the preschool will be made aware of our Equal Opportunity Policy.

Links to Legislation:

Happy Stars Pre School works in accordance with all relevant legislation, including;

The Children Act 1989 and 2004
Disability Discrimination act 1995
Race relations act 1975 and 1995
Sex discrimination act 1986
Disable persons Act 1986
SEN code of practice.

This Policy was adapted by Charmarie Galhenege for Happy Stars Preschool.

Name;.....

Position:.....

Signature :.....

Date :.....

Review Date ;

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