

HANHAM TODDLERS PRE-SCHOOL

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1.0 Policy

1.1 As a member of The Pre-School Learning Alliance, the Pre-School strives to ensure that adults who wish to work in, or volunteer to help with the Pre-School shall have an equal chance to do so.

1.2 Equally, the Pre-School's objective is to be open to all children, their Parents/Carers, other relations, other carers such as child minders, from all cultural, ethnic, religious and social groups, with and without disabilities.

2.0 Scope

2.1 This procedure defines how the Pre-School provide equal opportunities to all those involved in the day-to-day activities of the Pre-School.

3.0 Referenced Documents

Statutory Framework for the Early Years Foundation Stage

P2-1 Child Admission

P2-15 Staffing and Employment

Equality Act 2010

4.0 Definitions

The Pre-School: Hanham Toddlers Pre-School

Approved	Print Name	S Rouch	Position:	Manager
	Signature	Signed copy held in Master Procedure Manual	Date:	23 February 2023
Authorised for Issue	Print Name	K Ricketts	Position:	Chair
	Signature	Signed copy held in Master Procedure Manual	Date:	9 February 2023
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5.0 Procedure

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5.2 Introduction

- 5.2.1 The Pre-School shall be seen to apply this procedure to everybody and every aspect of its operation and to work in accordance with all relevant and currently applicable legislation.
- 5.2.2 All staff shall be respected equally, regardless of age, ability, gender identity, marriage/partnership status, sexual identity, race, religion or belief and those that may be pregnant or taking maternity/paternity leave.
- 5.2.3 Every child shall be given the same opportunity to take part in all activities, with support and encouragement, helping children make a positive contribution. One-to-one attention being provided as necessary.
- 5.2.4 The gender and ethnic background of children being admitted to the Pre-School shall be monitored to ensure that accidental discrimination does not take place. (See also the Child Admission Procedure P2-1).

5.3 Employment

- 5.3.1 The Pre-School shall treat each applicant equally during the selection process and shall appoint the most suitable/appropriate person for each position. (See also the Staff Recruitment and Employment procedure P2-15).
- 5.3.2 All potential staff shall be assessed, as part of the selection process (see Staffing and Employment procedure P2-15), to ensure that they have a proficient understanding and use of the English language.

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<p>5.4 <u>The Curriculum</u></p> <p>5.4.1 The Pre-school promotes the declared British Values throughout. British Values are defined as:</p> <ul style="list-style-type: none"> • Democracy – making decisions together • Rule of Law – managing feelings and behavior • Individual liberty – freedom for all • Mutual respect and tolerance – respect for our own and other cultures <p>5.4.2 All children shall be respected and their individuality and potential recognised, valued and nurtured.</p> <p>5.4.3 Activities involving the use of play equipment shall be used enabling the children the opportunity to develop in an environment free from prejudice and discrimination.</p> <p>5.4.4 Appropriate opportunities shall be given to children to explore, acknowledge and value similarities and differences between themselves and others.</p> <p>5.5 <u>Festivals</u></p> <p>5.5.1 The Pre-School welcomes the diversity of backgrounds from which families attending the Pre-School come. Without indoctrination in any specific faith, children shall be made aware of a range of festivals which are celebrated by their own families or others and where appropriate shall be introduced to the stories, celebrations, special food(s) and clothing they involve.</p> <p>5.5.2 Prior to introducing a festival with which the adults within the Pre-School are unfamiliar, advice shall be sought from appropriate sources.</p> <p>5.5.3 Children whose family celebrates festivals at home, with which the rest of the Pre-School are unfamiliar, shall be invited to share their festival with the rest of the group, if they wish to do so.</p> <p>5.6 <u>Resources</u></p> <p>5.6.1 All resources and materials shall be selected to provide children with a balanced view of the World and an opportunity to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages regarding any group or race as well as provide an appreciation of the rich diversity provided by a multi-racial society.</p> <p>5.7 <u>Language</u></p> <p>5.7.1 Information both written and spoken shall be clearly communicated, where necessary alternative languages or media, eg. Braille, shall be used in consultation with appropriate external agencies.</p>			
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<p data-bbox="131 155 1435 260">5.7.2 Bilingual or multilingual children and adults shall be regarded as an asset to the Pre-School. They shall be valued and their languages recognised and respected wherever possible within the Pre-School activities.</p> <p data-bbox="131 338 487 369">6.0 Amendment Record</p> <p data-bbox="190 413 1425 627">Issue 3: Replace C Gibbs with L Sims as Chair Insert reference <i>Statutory Framework for the Early Years Foundation Stage</i> in Section 3 Remove Paragraph 5.3.2 and replace with new Inclusion of Section 6 – Amendment Record Re-page number</p> <p data-bbox="190 669 1338 774">Issue 4: Replace L Sims with N Bowman as Chair Insert new Paragraph 5.4.1 and renumber other Paragraphs throughout Section 5</p> <p data-bbox="190 816 1282 957">Issue 5: Section 3 - include reference to Equality Act 2010 Update name of Manager and Chair in Signature block Paragraph 5.2.2 – insert new paragraph and re-number remainder of Section</p>			
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