



## **Equal opportunities policy**

Tandridge Village Pre-School is committed to eliminating discrimination, promoting good relations and equal access to our services. This means no child, young person or other family member should be treated in a discriminatory manner on the basis of race, religion, culture, marital status, social class, disability or appearance. We are guided by the Equality Act 2010.

The staff are committed to:

- Encourage positive role models displayed through toys, imaginary play etc. that promote non-stereotyped images. Books will also be selected to promote such images of both men and women, boys and girls.
- All children will be encouraged to join in all activities, i.e. dressing up, home corner, dolls, climbing on large apparatus, bikes etc.
- We acknowledge that pre-conception relating to gender and sexism are abundant within language and will challenge such language where appropriate.

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 local community and base our admissions policy on a fair system. Our policies are available for any parent to view. These can be found of the front entrance table.

We offer a flexible payment system for families of differing means. Please speak with the Manager of the Pre-School to arrange this. We also accept child care vouchers.

### **Employment**

The Pre-School will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Every post will be advertised and all applicants are judged against a fair criteria. Applicants are welcome from all backgrounds. The applicant who best meets the criteria will be offered the position, subject to references and checks by the Criminal Records Bureau. Every job description will include a commitment to promote equality and to recognise and respect diversity.

We monitor the process to ensure it is fair and accessible.

### **Festivals**

We aim to show respectful awareness of all the major events in the lives of the children and families in the Pre-School and to welcome the diversity of backgrounds from which they come. In order to achieve this the children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special food and clothing that they involve, as part of the diversity of life.



## **The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of the play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to explore, acknowledge, and value similarities and differences between themselves and others. Our setting encourages every child to develop positive attitudes about themselves as well as to people who are different from themselves.

## **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.

## **Special Needs**

The Pre-School recognises the wide range of special needs of children and families in the community, and will consider what part we can play in meeting those needs. We have regard for the Special Educational Needs (SEN) code of Practice (2001) and will adhere to our SEN policy.

## **Discriminatory Behaviour/ Remarks**

THESE ARE UNACCEPTABLE IN THE PRE- SCHOOL and will be dealt with appropriately.

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**

Bilingual/ multi- lingual children and adults are an asset. They will be valued and their languages respected in the Pre-School.

## **Food**

Medical, cultural and dietary needs will be met. We do this by working in partnership with parents and communicating on a regular basis maintaining the child's and families' needs are met. We plan time when the children learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

## **Training**

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

All supervisory staff will be confident and fully trained in administering medicines and carry out invasive care procedures when these arise.

## **Committee**

We are a committee run Pre-School. Committee members are past, present and future parents who are elected onto the committee during the AGM. The committee is made up of friendly mums and

dads. The meetings are quite informal. They are held at a local venues and arranged to ensure that all families who wish to be involved, are.

This policy has been adopted by Tandridge Village Pre-School Committee.

Signed on behalf of the Pre-School:

Date

This policy will be reviewed: Autumn 2020

(Unless there is a change in legislation or with direct guidance from an educational body)

Staff Signatures:

Date:

