



Equal Opportunities Policy

We believe that no child, individual or family should be excluded from the preschool's activities, based on the grounds of age, gender, sexuality, class, family status, financial means, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work or help in our preschool have an equal chance to do so.

Employment

- The preschool will appoint the best person for the job and will treat fairly all applicants for jobs and all those appointed.
- Applications will not be discriminated on the grounds of age, gender, sexuality, class financial means, family status, disability, colour, ethnic origin, religion or belief.
- Commitment to implementing the preschool's Equal Opportunities Policy forms part of the job description for all workers.

Families

- The preschool recognises that many different types of families successfully love and care for children.
- The preschool will consider a flexible payment system for families with differing financial means. *Please refer to the Early Years Entitlement, Fees and Payment Procedures.*

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. 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-cultural 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 individuals or group of people.

Special Needs

- Staff and Committee members recognise the wide range of needs of the children and their families and considerations are made in respect of meeting those needs.
Please refer to the Confidentiality Policy and Safeguarding Children Policy.

This Policy is in line with 'The Equality Act 2010' and the Education Act 2011.

ENCO is Sue Derben – Preschool Assistant.