

Title:	EQUAL OPPORTUNITIES POLICY
Outcome Statement:	Our group is open to every family in the community and 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. We take great care to ensure that each child's needs are fulfilled regardless of gender, race, culture, religion, means or special needs.
To meet the standards as part of:	Early Years Alliance Ofsted EYFS
Applicable to & For use by:	All members of the pre-school setting: Staff, Committee Members, Volunteers, Parents / Carers
Appendices:	
Last reviewed:	January 2024 (Manager's name changed May 24)
Reviewed by:	Hainford & Frettenham Pre-school Manager / Chairperson
Date of Committee Meeting policy adopted at:	
Chairperson Name and Signature:	
Review Date:	January 2025

Equal Opportunities Officer: Louisa Coleman

EQUAL OPPORTUNITIES POLICY:

Hainford & Frettenham Pre-school Learning Alliance is committed to equality of opportunity and recognises that people are subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability, caring responsibilities, religious belief, age, social class, political beliefs, employment status, union membership, place of residence or whether they are HIV positive.

We have regard to the Race Relations Act 1976 (amended 2000) which makes it unlawful to discriminate on racial grounds through direct or indirect discriminate, by segregation or victimisation. Any form of racial abuse will be challenged.

Our group is open to every family in the community and 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. We take great care to ensure that each child's needs are fulfilled regardless of gender, race, culture, religion, means or special needs - as laid down by the Pre-school Learning Alliance Constitution 2013 which has been adopted by our preschool committee.

The children enjoy learning through play with a wide range of activities, inside and outside. Care is taken by the Supervisors when purchasing new equipment to ensure the needs of all the children are met.

When planning the environment, 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.

The group have regard to the Disability Discrimination Act 1995 and our premises are all on one level and have disabled toilet facilities giving access to all. Activities and equipment may be adapted according to the specific needs of children and adults.

Resources are chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multiracial society, avoiding stereotypes and derogatory pictures and showing all kinds of people in a positive way.

Activities offered build on the skills of communication, confidence, concentration, control, creativity and co-ordination. Through play, the child can grow physically, intellectually, emotionally and socially.

Bilingual / multilingual children and adults are an asset; they will be valued and their languages recognised and respected in our group.

Hainford & Frettenham Pre-school Learning Alliance aims to:

- Acknowledge and value equally each child's individual stage, culture, religion, language, racial background and family group.
- Actively seek to combat sexism and promote equal opportunities for girls and boys, men and women.
- Encourage equality of opportunity for children with special needs and their families.
- Achieve and maintain, within the framework of the law, a workforce that represents as far as practical, the composition of the population and recruitment areas, including people with disabilities.

To achieve the above the group will:

- Plan our programme to extend the children's experience and knowledge of other cultures, language, celebrations and festivals.

- Ensure that the activities reflect the diversity of our society, not just our group.
- Encourage children to explore in a positive way the differences and diversity of people, ensuring that representatives of people are accurate and realistic.
- Positively challenge stereotypes and assumptions that are racist, sexist or concern disabilities.
- Enable adults with disabilities to take part in our group where it is safe and reasonable to do so.

We aim to show respectful awareness of all the major events in the lives of the children and families in our group, and in our society as a whole. In order to achieve this, we aim to acknowledge all the festivals which are celebrated by the families in our group and also to introduce the children to other festivals which may not necessarily be celebrated by members of our group.

In order to do this:

- Without indoctrination in any specific faith, children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve.
- Before introducing a festival with which the adults in our group are not themselves familiar, appropriate advice will be sought if necessary from people to whom the festival is a familiar one.
- Children and families who celebrate festivals at home, with which the rest of our group are not familiar, will be invited to share the festival with the rest of the group, if they themselves wish to.

When employing staff, we will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. We have regard to the Employment Equality Age Regulations 2006. Commitment to implementing our Equal Opportunities Policy is a requirement of all staff.

Planning for pre-school meetings and events will take into account the needs of people with disabilities and will be arranged to ensure that all families have an equal opportunity to be involved in the running of our group.

To promote compliance with Anti-Racism, Race Equality and Social Cohesion Legislation and Good Practice Guidance in settings, Hainford & Frettenham Pre-school Learning Alliance has an appointed Equal Opportunities Officer:

Equal Opportunities Officer :

Louisa Coleman

It is Hainford & Frettenham Pre-school Alliance's intention to take positive action to ensure that its Equal Opportunities Policy is implemented. Our Management Committee will monitor the effectiveness of the Equal Opportunities Policy.