

## **9.0 EQUAL OPPORTUNITIES**

### **9.1 EQUAL OPPORTUNITIES POLICY**

Teddy Bears Pre-school believes that no child, individual or family should be excluded from the pre-school's activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief.

We aim to ensure that all who wish to work in, or volunteer to help with or take part in the running of our Pre-school have an equal chance to do so.

#### **Admissions**

The pre-school is open to all families in the community. The waiting list is not operated on a first come, first served basis, but on a much fairer system. We use the criteria stated in our Admissions Policy for accepting children from the waiting list.

#### **Employment**

The Pre-School will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief.

Commitment to implementing the group's Equal Opportunity Policy will form part of the job description for all workers. A Disclosure and Barring Service (DBS) will be carried out for all persons having contact with children on a regular basis.

#### **Families**

The pre-school recognises that many different types of family successfully love and care for children. All children will be encouraged and given the opportunity to talk about their home lives and lifestyles. All lifestyles are depicted in a positive way within our group.

The pre-school offers a flexible payment system for families with differing means, please speak with the Manager or Deputy Manager.

#### **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 and balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Materials will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### **Discriminatory behaviour/remarks**

These are unacceptable in the pre-school. If such an incident should occur, 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 and Hearing difficulties**

Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the pre-school. If a child has a primary language other than English, or has hearing difficulties, staff will act accordingly to integrate the child satisfactorily into the group, for example by complementing verbal instructions by gestures or other physical means to ensure understanding.

### **Foreign Cultures**

The medical, cultural and dietary needs of foreign cultures will be ascertained and met.

**This policy was adopted by:** Teddy Bears Pre-School

**On:** 19th February 2015

**Review date:** November 2016

**Signed on behalf of provider:** Signed 10<sup>th</sup> December 2015

**Name of signatory:** Karen Ashcroft

**Role of signatory:** Chair