

# **MATLOCK PRE-SCHOOL PLAYGROUP**

## **EQUALITY OF OPPORTUNITIES POLICY**

All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability should have the opportunity to experience a challenging and enjoyable programme of learning and development.

The Playgroup is committed to providing equality of opportunity and anti-discrimination practice for all children and their families

### **AIM**

The Playgroup aims to:

- Plan a curriculum which offers a wide range of activities
- Provide a secure environment in which all the children can flourish and in which all contributions are valued
- Ensure that the setting makes provision for individual speech and language needs
- Include and value the contribution of all families to air understanding of equality and diversity
- Promote self-respect and respect for others
- Provide positive non-stereotypical information about different ethnic groups and people with disabilities
- Provide equipment, play resources which reflect the different groups within society and which are free from stereotypical image
- Improve our knowledge and understanding of issues of equality and diversity

- Make inclusion a thread which runs through all of the activities of the Playgroup
- We have regard for the Educational Needs Codes of Practice

## LEGAL FRAMEWORK

- Race Relations Act 1976
- Race relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children's Act 1989
- Special Education Needs and Disability Act 2001
- Disability Discrimination Act

## METHODS

The Playgroup is open to all members of the community.

- The services of the Playgroup are advertised widely.
- The Playgroup reflects the diversity of members of our society in its publicity and promotional material.
- The Playgroup provides information in clear, concise language, whether in spoken or written form.
- The admission policy of the Playgroup is based on a fair system.
- The Playgroup does not discriminate against a child with a disability or

refuse a child entry because of any disability.

- The Playgroup ensures that all parents are made aware of the Equality and Diversity Policy.
- The Playgroup delivers an action through I.E.P. to ensure that people with disabilities can participate successfully in the services offered by the Playgroup and in the curriculum offered.
- The Playgroup will challenge inappropriate attitudes and practices.
- If a child has a significantly greater difficulty in learning than their peers, or a disability that prevents or hinders them from making use of the facilities in the setting and requires special educational provision Matlock Pre- School Playgroup will make any reasonable adjustments to match the child's identified SEND.
- The Playgroup will not look any less favourably on a child with SEND.
- The Playgroup will not discriminate against any child with SEND.

## EMPLOYMENT

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Staff recruitment processes will adhere to Equal Opportunities Legislation
- The successful applicant who best meets the criteria will be offered the post, subject to references and police checks. All job descriptions include a commitment to equality and diversity as part of their specifications.
- The Playgroup monitors the application process to ensure that it is fair and accessible.

## TRAINING

All staff will be made aware of their responsibilities with regard to Equal Opportunities they will:

- Receive information during their induction process
- Be familiar with the settings Equal Opportunities Policy
- Attend relevant training
- Ensure that training is updated in line with current and new legislation

## PARENTS/CARERS

All parents/carers are give information regarding the Equal Opportunities Policy through the 'Guide to our Playgroup' prospectus issued when joining our Playgroup.

The Equal Opportunities Policy is available to Staff and Parent/Carers at all times.

## CHILDREN

The provision will encourage children to respect and value others by:

- Every child is given the opportunity to access all activities, with appropriate support and/or adaptations when required.
- The setting will help children to value the difference as being positive.
- Differences will form an integral part of the daily activities and experiences on offer.
- Resources play materials and images reflect all aspects of the community in which we all live, and the wider world.

- Children have access to books and artefacts which show aspects of their own and other cultures.
- Parents/carers are encouraged to share their interests and experience with the children in preschool.
- Planning reflects an awareness of equal opportunities.
- Festivals and religious events are celebrated and acknowledged respectfully.
- The settling-in process will support the needs of individual children and their families, e.g. by enabling access to language support via older siblings or other parents when English is not the child's first language.
- Any incidents which are considered discriminatory will be challenged.
- Incidents relating to discrimination within the setting may be reported to the Supervisor and or Committee Chair and recorded.
- Through circle time
  - Promoting children's self-image
  - Show and tell
  - Discussion time
  - Key Person System
  - By example

To ensure every child and their family is respected and valued regardless of their

- Racial/ethnic background
- Cultural/religious views and practices
- Linguistic needs/differences
- Sexual orientation or marital status
- Dietary or other individual needs
- Philosophical views/practice
- Disability or special educational need

Related Policies include SEND policy, Admissions policy, and Child Protection policy.

Designated Special Educational Needs Co-ordinator are Liz Neil, Cassie Else and Katy Taylor.