



## **Equal Opportunities Policy**

Heatherside Pre-school works in accordance with all relevant legalisation, including:

- Disability Discrimination Act (DDA) 1958, 1986, 1995, 2005
- Children Act 1989, 2004,
- Childcare Act 2006, latest 2016
- Convention on the Rights of the Child, UNICEF 1989, 2007
- Children's Plan 2007
- Data Protection Act 1998, latest 2018
- Every Child Matters – Change for Children 2004
- Freedom of Information Act 2000
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Acts 1975 and 1986
- Sex Discrimination (Gender Reassignment) Regulations 1999
- The Human Rights Act 2000
- Safeguarding Vulnerable Groups Act 2006

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.

## **Admissions**

The pre-school is open to every family in the community. The waiting list is not operated on a first come first served basis but on a fairer system. We use the following system for accepting children from the waiting list:

- Arrange our waiting list in order of date of contact from the parent/guardian. The names are then placed into yearly groups depending on their date of birth. Places are then offered to children who are at least 2 years and 6 months. There is a staggered entry system, which operates between September and January of each school year. We only allow one-third of our children to be under 3 at any one session.

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- Keep a place vacant if this is financially viable, to accommodate emergency admissions. In addition, we will keep a space vacant for non-emergency admissions to maintain correct ratios. However, if a place is held open for any other reason there would be a charge\* if this place could be filled. (\*This charge should cover the fees for that period up until the child starts).

Families joining the pre-school are made aware of its equal opportunities policy.

### **Employment**

The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Commitment to implementing the groups Equal Opportunities Policy will form part of the job description for all workers.

### **Families**

The pre-school recognises that many different types of family successfully love and care for children.

The pre-school offers flexible payment system for families with differing means.

### **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and in our society, and to welcome the diversity of backgrounds from which they come.

To achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the pre-school:

- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the pre-school are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.
- Children and families who celebrate at home festivals with which the rest of the pre-school are not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.

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- Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing 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 play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate 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-racial 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.

### **Special Needs**

The pre-school recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs.

Planning for pre-school meetings and events will consider the needs of people with disabilities.

### **Discriminatory behaviour/remarks**

These are unacceptable in pre-school.

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.

### **Food**

Medical, cultural, and dietary needs will be met.

### **Meetings**

The time, place and the conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the pre-school.

**Reviewed & re-agreed at AGM held 27th September 2019 Chair Jo Griffin**

**Reviewed & re-agreed at AGM held 29th September 2020 Chair Jo Griffin**

**Reviewed & re-agreed at AGM held 08th October 2021 Chair Alex Constantine**