



Hingham Playgroup



Equal Opportunities Policy

Hingham Pre-school playgroup is committed to providing equality of opportunity for all children and families. It is our aim to have regard for all relevant legislation, including –

The Children Act 1989

Sex Discrimination Act 1986

Equal Pay Act 1970

Race Relations Act 1976

Disability Discrimination Act 1995

Special Educational Needs Code of Practice
2001

The group is open to children and their families from all sections of our community. We believe each child is unique and should be treated and respected as an individual irrespective of gender, race, religious belief, ability or social background.

Families

Hingham Preschool Playgroup recognises that children live in many different family groups. We welcome and support anyone who cares for children and believe that diversity can enrich the learning experience of both adults and children. The needs of bilingual children and adults will be recognised and information provided in the family's home language wherever possible. We aim to promote self-respect and respect for others.

Discrimination/Prejudice

We aim to promote a positive attitude and challenge stereotypes. These include issues relating to gender, race and ability. We will not accept discriminatory remarks or behaviour from anyone involved in the pre-school including staff, students, children, parents and other carers. We will aim to

be sensitive to all parties involved in discriminatory behaviour and help those responsible to work together to overcome their differences.

Inappropriate attitudes and practises within setting will be challenged, and explanation, appropriate to the individual, will be given as to why such actions or statements are unacceptable.

Snacks

We offer a varied menu at snack times to include food enjoyed by other nationalities. All dietary needs will be respected and catered for whether medical, cultural or through personal choice.

Curriculum and Resources

The pre-school programme is planned to take into account children's individuality and stages of development. We aim to extend the children's experience and knowledge of other cultures, beliefs, languages and celebrations. We encourage both boys and girls to take part in and experience all the group's activities.

Part of our ethos is to respect the views and opinions of others. By regularly looking at and participating in various religious festivals throughout the year, we support children as they discover how everyone is different, and that we can all believe in different things.

Our resources are chosen to promote positive images and role models, which are non-stereotyped. We provide equipment, which reflects the diversity of our multi-cultural society. Equipment is also selected to take into account the varying needs of children. Our provision, including the curriculum and room layout will be adapted, where necessary, to accommodate the differing needs of the children attending.

Employment

The pre-school aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements.

Job applicants and employees will be treated with equal fairness and will not be treated less favourably on the grounds of age, gender, sexuality, family status, race, appearance, religion, and cultural or national origin. Nor will they be discriminated against on the grounds of disability.

Equal Opportunities Named Persons – Alison Austin & Nicola Hindle

Signed :.....(Chairperson)

Date Reviewed: August 2008.

Review: August 2009