



## Equal Opportunities Policy

All staff, children and parents have equal access to the same opportunities that our preschool offers and provides and are treated with equal concern and respect.

### **Aims and objectives**

We do not discriminate against anyone, staff or child, on the grounds of his/her sex, race, colour, religion, nationality, age, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

Ribbons Preschool works in accordance with all relevant legislation, including:

- Disabled Persons Acts 1958, 1986 -
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children Act 1989
- Human Rights Act 1998
- The Employment Equality Age Regulations 2006.

We promote the principles of fairness and justice for all through the care and education that we provide in our preschool. We ensure that all children have equal access to the full range of educational opportunities provided by the preschool by exploring a wide range of cultures, countries and religions. This will be done by celebrating different cultural and religious festivals throughout the year, for example, Chinese New Year, Diwali and Hanukkah.

We constantly strive to recognise and then remove any forms of indirect discrimination that may form barriers to learning. We ensure that all medical, cultural and dietary needs will be met.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and country, and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all by celebrating events such as Children in Need, Pride and Comic Relief as well as choosing materials that allow children to view a diverse spectrum of society. For example, varied reading materials, pictures, dolls and so fourth.

### **Anti-racism**

It is the right of all children to receive the best care and education the preschool can provide, with access to all activities organised by the preschool. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we would act immediately to prevent any similar repetition. (Procedures to include speaking with parents, recording the incident in the Incident Book, devising action plan if needed, or filing an incident report to LEA).

We endeavour to make our preschool welcoming to all. We promote an understanding of different cultures through the topics studied by the children, which are reflected in our acts of celebration, and displays of learning shown in the preschool.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

We will celebrate a variety of religious festivals including those of Christianity, Judaism and Islam.

Should anyone at our preschool be a victim of racism, we will do all we can to support that person in overcoming any difficulties s/he may experience.

### **Our role as care providers**

We at Ribbons have set out our commitment to equal opportunities in this policy statement, and will continue to do all we can to ensure that all members of the preschool, children and staff alike are treated fairly and with equality.

We seek to ensure that people with disabilities are not discriminated against when applying for jobs at our preschool. We take all reasonable steps to ensure that our preschool environment gives access to people with disabilities. (See Inclusion Policy) and we welcome all applications to join the preschool, whatever background or disability a child may have. We will also ensure that no child is discriminated against whilst in our preschool on account of his/her sex, religion or race. All children have access to the full range of the curriculum.

### **The role of the preschool manager**

It is the manager's role to implement the preschool's equal opportunities policy supported by the registered care providers and all staff in so doing.

It is the manager's role to ensure that all staff are aware of the preschool policy on equal opportunities, and that they apply these guidelines fairly in all situations.

The manager ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

The manager promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of preschool life.

The manager treats all incidents of unfair treatment and any racist incidents with due seriousness.

### **The role of the preschool practitioner**

The preschool practitioner ensures that all children are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting preschool materials, practitioners pay due regard to the sensitivities of all members of the preschool and do not provide material that is racist or sexist in nature. Practitioners strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

All practitioners challenge any incidents of prejudice or racism and draw them to the attention of the preschool manager.

### **Monitoring and review**

It is the responsibility of the managers to monitor the effectiveness of this Equal Opportunities policy.

The managers do this by:

- monitoring the progress of children of minority groups and comparing it to the progress made by other pupils in the preschool;
- monitoring the staff appointment process, so that no-one applying for a post at this preschool is discriminated against;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the preschool's behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

### **Complaints**

Any complaints will be dealt with in accordance with our Complaints Policy.

This policy was adopted on: 23.08.19

This policy was amended on: 09.01.2020

Signed on behalf of the preschool: K.Watkins-Freeman

Date for review: 09.01.2021

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