



14. EQUAL OPPORTUNITIES POLICY

Cheam Baptist Church Pre-school is committed to providing equal opportunities for all children, families and staff under our care and will take positive steps to eliminate discrimination in all areas of our work.

We recognise our responsibilities under the following anti-discrimination legislation:

- **The Equality Act 2010**
- **Race Relations Act 1976**
- **Race Relations Amendment Act 2000**
- **Disability Discrimination Act 1995, 2005 (replaced by Equality Act 2010)**
- **Sex Discrimination Act 1975, 1986 (replaced by Equality Act 2010)**
- **Children Act 1989, 2004, 2010, 2014**
- **Children and Young Person's Act 2008**
- **Special Educational Needs and Disability Act 2001**

AIMS

- To welcome and value all children and their families and carers, whatever their race, ethnic origin, beliefs, background, class, family status, religion or disability.
- To provide a safe and happy environment where all children and adults are treated with equal respect and where cultural or religious beliefs and home circumstances will be valued.
- To ensure that every child is given equal opportunity to achieve his or her full potential.
- To recognise and acknowledge that differences between individuals are strengths.
- To provide positive role models for all individuals, both children and adults.
- To encourage children to develop positive attitudes of understanding and respect towards others.
- To maintain clear and consistent expectations of what is appropriate language and behaviour.
- To provide a differentiated, broad and balanced curriculum that supports the individual needs of all children, working towards the Early Learning Goals in the Early Years Foundation Stage.

The above aims will be achieved in the following ways:

1. Admissions

- The Pre-school is widely advertised and open to all families who wish to apply. The waiting list is operated in a fair manner following the criteria laid down in our Admissions Policy (for full details see page 9).

2. Parents and Community Partnerships

- We work in partnership with parents and carers, encouraging communication between Pre-school and home. Key persons check whether parents have understood and accessed important information from newsletters and correspondence sent home, if English is an additional language.
- Parents are regularly informed of their child's progress and encouraged to work with us in their ongoing development.
- We involve parents and carers in the life of the Pre-school and welcome their assistance as volunteers using their skills and experiences as appropriate.
- Home languages are valued and respected, and children are encouraged to use their home language as well as developing their understanding of English.

3. Employment/Recruitment

- Posts are advertised and all applicants are judged against a Job Description and Person Specification.
- The Pre-school will appoint the best person for each job following the criteria laid down in our Employment Policy (see page 9) and will provide equal opportunity for training and review.
- Students are welcomed, supported in their learning and encouraged to use their gifts and skills.
- All staff are aware of our Equal Opportunities Policy and have copies of our Policies and Procedures.

4. Curriculum

- We have active links with Specialist advisors to assist us in ensuring every child has full access to the curriculum in accordance with our policy of Inclusion. **(See our SEND Special Educational Needs and Disabilities policy) on page 10**
- Our planning draws on the interests, cultural backgrounds and experiences of the children and teaching displays positive attitudes to racial differences and cultural diversity.
- We recognise and encourage children's individuality and different styles of learning, setting appropriate targets and providing a variety of relevant learning experiences.
- We allow children opportunities to experience and hear other languages spoken. For example through dual language books.

5. Environment

- Our displays, resources and equipment are chosen carefully to give children a balanced view of the world and reflect differences and feelings.
- We promote an awareness of different cultures and religions and avoid stereotyping.
- We make reasonably practicable adjustments to the environment and resources to support all children's needs. **See also SEND (Special Educational Needs and Disabilities) policy.**
- Management of resources ensures that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

6. Discriminatory Behaviour/Remarks and Harassment

- We help children to understand that discriminatory language, behaviour or remarks are hurtful and unacceptable. (See Behaviour Policy for further details).
- Any harassment or discrimination by children or adults must be reported without delay to the Manager and/or Committee who will take appropriate steps to help prevent a future occurrence.
- Our response will aim to demonstrate support for the victim, to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

MONITORING

It is the responsibility of all staff to ensure that the above policy is carried out and to tackle discrimination in any form, whether actual, perceived or associative, reporting any incidents to the Pre-school Manager.

Our Equal Opportunities Coordinators, Nicky Chantler and Emily Smith, are responsible for the overview and monitoring of this Policy under the direction of the Manager and Committee.