



## Milborne Ladybirds Playgroup

### **EQUAL OPPORTUNITY POLICY**

Ladybirds is an Equal Opportunity preschool aiming to be open to all children and adults committed to children's welfare. We act in accordance with the Equality Act 2010 there will be no discrimination on grounds of sex, race, age, disability, religion and belief and sexual orientation.

#### **Admissions**

- The Preschool 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 system defined in the Admissions Policy document for accepting children from the waiting list.
- Families joining the Preschool are made aware of the Equal Opportunities Policy.

#### **Employment**

- The Preschool will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.
- Training courses will be made available to all Staff and volunteers in line with the relevant budget and grant provision and in accordance with the committee guideline proposals on training to maintain knowledgeable well trained adults
- Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

#### **Families**

- The Preschool recognises that many different types of family successfully love and care for children and respect families culture and religion.

#### **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.
- We aim to show awareness of the diverse background that families come from. Festivals from many cultures will be included in the curriculum and will be sensitively referred to without indoctrination of any specific faith.
- Before introducing a festival which the adults in the group are unfamiliar with we will endeavour to obtain appropriate advice from people to whom the festival is a familiar one.



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- Parents will be given prior knowledge of a religious festival and will be respected if they decide to withdraw from such an activity.

### 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 to 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 Preschool 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 Preschool meetings and events will take into account the needs of people with disabilities.

### Discriminatory behaviour/remarks

- The Preschool deems these unacceptable.
- 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

- Wherever possible medical, cultural and dietary needs will be met.

### Meetings

- The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Preschool.
- All meetings are minuted and each member of the Preschool is entitled to view those minutes.

### Reviewing the Policy

The Equal Opportunity Policy will be kept under review and will be reviewed annually  
This policy was reviewed and agreed at a meeting of the Management Committee held on 3<sup>rd</sup> May 2011

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Reviewed 3 May 2011