

the children's house

Equal Opportunities Policy

Statement of intent

The setting takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. Discrimination under sex, race, religion, colour, sexuality, marital status, ethnic or national origin, or political belief, has no place within this setting. Should any person believe that this policy is not being totally complied with it is their duty to bring the matter to the attention of the Director at the earliest opportunity.

We are fully committed to valuing diversity and by providing equality of opportunity and anti-discriminatory practice for all children and families.

The Legal framework for this policy is:-

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Special Educational Needs and Disability Act 2001
- Equal Pay Act 1970
- Children Act 1989
- Childcare Act 2006
- Disability Discrimination Act 2005

The children's house is committed to:

1 Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.

2 All children will be encouraged to join in activities, i.e. dressing up, shop, home-corner, dolls, climbing on large apparatus, bikes, etc.

3 Regularly review child-care practice to ensure the policy is effective

The setting aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the company will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work or training for the work.

Service Provision

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be

considered for a place, taking into account their individual circumstances and the ability of the setting to provide the necessary standard of care.

The setting will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

English as an additional language

Staff value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning. The setting will provide information in languages which reflect the needs of local community for families who speak English as an additional language. Our practices will ensure their full inclusion. Alongside support in the home language, staff will provide a range of meaning contexts in which children have opportunities to develop English.

Inclusion

The setting will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged. Children will be supported from the earliest age to value diversity in others and grow up making a positive contribution to society. Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment as required by the Disability Discrimination Act 2005 to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities. Staff will focus on each child's individual learning, development and care needs by removing or helping to overcome barriers for children where these already exist. Staff will be alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately, involving other agencies as necessary. The setting believes in stretching and challenging all children.

The setting has a designated person for Inclusion, this person is Trish Smaller.

The effectiveness of our Inclusive practices will be reviewed and monitored through constant quality assuring our service provision on an ongoing basis.

Recruitment

The setting will strive by recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow.

Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.

Application forms will not include questions which potentially discriminate against the grounds specified in the Statement of Intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. At interview all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent. All staff are expected to participate in equal opportunities training.

Training

The nursery/out of school club recognises the importance of training as a key factor in the implementation of an effective Equal Opportunity Policy.

The setting will strive towards the provision of equal opportunity training for all staff.