Equal Opportunities

*Westgate Pre-school Ltd is committed to helping provide equality of opportunity and anti-discriminatory practice for all children, families and staff.*

*Westgate Pre-school Ltd works in accordance with all relevant legislation, including*

* *Disabled Persons Acts 1958, 1996*
* *Race Relations Act 1976*
* *Sex Discrimination Act 1996*
* *Children's Act 1989, 1991*
* *Special Educational Needs Code of Practice 2015.*
* *Disability Discrimination Act*
* *Equalities Act 2010*

***Registered person***

*The registered person who periodically reviews this policy and its practice within the pre-school is: Ruth Ive.*

***Admissions***

*Families joining the pre-school are made aware of its equal opportunities policy.*

*We base our Admissions Policy on a fair system. We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act (2010). These are:*

* *Disability*
* *Race*
* *Gender reassignment*
* *Religion or Belief*
* *Sex*
* *Sexual orientation*
* *Age*
* *Pregnancy and maternity*
* *Marriage and Civil Partnership*

***Employment***

*The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.*

*Commitment to implementing the group's equal opportunities policy will form part of the job description for all workers.*

***Festivals***

* *Children and families who celebrate at home festivals with which the rest of the pre-school is not familiar will be invited to share their festival with the rest of the group, if they wish to do so.*
* *Children will be encouraged to learn about a range of different festivals, together with stories, celebrations and the special food and clothing they involve, as part of the diversity of life.*
* *Children will be encouraged to learn about British values through taking in British cultural events and celebrations*

***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.*

*Girls and boys equally are encouraged to play with a range of toys and in a range of situations.*

***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 pre-school recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting those needs.*

*Planning for pre-school meetings and events will take into account the needs of people with disabilities.*

***Discriminatory Behaviour/Remarks***

*These are unacceptable in the pre-school. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible understand and overcome their prejudices.*

***Language***

*Information, written and spoken, will be clearly communicated in as many languages as necessary.*

*Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the pre-school.*

***Food***

*Medical, cultural and dietary needs will be met.*

***Equalities Act 2010***

*Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:*

* *Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;*
* *Include and value the contribution of all families to our understanding of equality and diversity.*
* *Provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people;*
* *Improve our knowledge and understanding of issue of anti-discriminatory practice, promoting equality and valuing diversity.*
* *Challenge and eliminate discriminatory actions.*
* *Make inclusion a thread that runs through all the activities of the setting*
* *Foster good relations between all communities.*

***Promoting British Values***

*See British Values policy.*

*This policy was reviewed by Westgate Pre-school Ltd October 2018*

*Signed on behalf of Westgate Pre-school Ltd …………………………………………..………*

*…………………………………………………..*

*Review Date October 2019*