

# Collaton St Mary Community Playgroup

The Parish Rooms, Blagdon Road, Collaton St Mary, Paignton TQ3 3YA

## Equal Opportunities Policy

The Pre-School Learning Alliance is committed to helping Pre-Schools provide equal opportunity for all children and families and take positive action to eliminate discrimination in all areas of their work. As a member of the Alliance, Collaton St Mary Playgroup works in accordance with all the relevant legislation, including:

- Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children's Act 1989

We believe that the groups' activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work or volunteer to help with our Playgroup have an equal chance to do so.

### **Admissions**

The Playgroup is open to every family in the community and has an Admissions Policy, which is available on request.

Families joining the Playgroup are made aware of its Equal Opportunities policy, which is regularly reviewed.

### **Employment**

Any vacancies will be advertised. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualification and experience. All applicants will be required to apply for an Enhanced CRB Disclosure. Collaton St Mary Playgroup complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed.

The Playgroup will ensure that regularly monitoring is undertaken to identify possible improvements to its practices in relation to learning and assessment; management; admissions, access and participation; behaviour and discipline; partnership and community links; staff recruitment, training and career development.

All staff will be given the opportunity to attend training to further develop their own skills and qualifications.

Commitment to implementing the groups Equal Opportunity Policy will form part of the job description for all workers.

### **Families**

The Playgroup recognises that many different types of family group can and do successfully love and care for children. Children will be encouraged to contribute stories and information about their own family. Parents and carers will be encouraged to be

involved in the Playgroup by joining the committee or through involvement in Playgroup activities.

The playgroup aims to offer support to all families.

## **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the playgroup, and in our society as a whole, and to welcome the diversity of the backgrounds from which they come.

### **In order to achieve this:**

- We aim to acknowledge all the festivals, which are celebrated in our area and/or by the families involved in the playgroup.
- Without indoctrination in any specific faith, children will be aware of the festivals, which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults within playgroup are not themselves familiar, appropriate advice will be sought from various outside agencies and people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the playgroup is not familiar will be invited to share their festival with the rest of the group, if they so desire.
- Children will become familiar with and enjoy taking part in a range of festivals, together with stories, celebrations and special food and clothing they involve, as part of the diversity of life.
- Whilst we appreciate diversity we will inform parents/carers in advance of festivals, should any conflicting beliefs arise then there will be time to discuss with the parent/carer as to how the child will participate.
- We will create an environment of mutual respect and tolerance and provide equality of access to learning and resources.

## **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. Management of resources within the Playgroup will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

The playgroup will follow the Early Learning Goals and provide appropriate opportunities for children to explore, acknowledge and value similarities and differences between themselves and others.

## **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 develop their self-respect and to respect other people by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.

## **Special needs**

The Playgroup recognise that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise. Planning for Playgroup meetings and events will take into account the needs of people with Special educational Needs and disabilities.

## **Discriminatory Behaviour/Remarks**

Any discriminatory language, behaviour or remarks by children, parents or any adults are unacceptable in the Playgroup. Our response will aim to demonstrate support for the victim/s, to help those understand and overcome their prejudices and to make it clear that such behaviour/remarks are hurtful and unacceptable.

## **Language**

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children who have English, as a second or additional language will be valued and their languages recognised and respected within playgroup.

## **Food**

Working in partnership with parents, children's medical, cultural and dietary needs will be met. We will also use food as a way of developing and exploring the wider world.

## **Meetings**

The playgroup will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the playgroup.

This policy was adopted by the committee at a Playgroup meeting.

Date ..... Signed

Nov 2011

Review Date .....