



6. EQUAL OPPORTUNITIES POLICY

Forest Row Community Pre-School is committed to providing equal opportunities for both children and adults. It is our aim to have regard for all relevant legislations:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children's Act 1989; and
- Special Educational Needs and Disability Act 2001.

Our Pre-School is open to all children and their families from all sections of our community and surrounding areas. We base our admissions policy on a fair, open and communicable system. We believe each child and adult should be treated and respected as an individual irrespective of gender, race, religious belief, disability or social background.

We aim to promote a positive attitude throughout. These include issues relating to gender, race and ability. We will not accept discriminatory remarks or behaviour from anyone involved in our Pre-School. This includes staff, volunteers, committee members, children, parents and other carers.

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 Pre-School 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. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. We encourage children to contribute stories of their everyday life into the Pre-School. We encourage parents/carers to take part in the life of the Pre-School and to contribute fully.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our society.

Materials will be selected to help children to develop their self-respect and to respect people who differ from themselves by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.

Language

We will develop the means to ensure the full inclusion of families who speak languages in addition to English and basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. For families who have a first language other than English, we value the contribution their culture and language offers the Pre-School.

Our provisions and room layout will be adapted where necessary and possible to accommodate the different needs of the children and adults attending.

This Pre-School aims to ensure that staff members are recruited, selected, trained and promoted on the basis of the occupational skill requirements. All staff applicants and employees will be treated with equal fairness and will not be treated less favourably on the grounds of age, gender, sexuality, family status, race, religion, cultural and national origin. Nor will they be discriminated against on the grounds of disability. We monitor our application process to ensure that it is fair and accessible.

We will also where possible provide our parent/carer information in a larger print and share information verbally where appropriate. We also encourage parents to bring support with them if needed to share information.

Date Updated	Reviewed	Next Review
	June 2015	June 2016
	February 2016	February 2017
November 2016		November 2017
November 2017		November 2018

Chair of the Committee's signature:

Supervisor's signature:

Deputy's signature:

Date: