



Equal Opportunities Policy

At Dandelions Pre-School and Out of School Club we are committed to providing equality of opportunity for all children, families and staff and take positive action to eliminate all types of discrimination (including direct, indirect, harassment and victimisation) in all areas of our work. We work in accordance with all relevant legislation, including:

- Equality Act 2010 encompassing

- Disability Discrimination Act DDA 1995
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989
- Special Educational Needs and Disability Act 2001
- United Nations Convention on the Rights of the Child (UNCRC) 1989
- Employment Act 2002

Our setting is open to all children, families and staff; regardless of age, sex, race, social group, religion, belief, family background, pregnancy, maternity, marriage, civil partnership, sexual orientation, gender reassignment or disability. We aim to ensure that all who wish to work in, or volunteer to help in our setting and who are committed to education and care, have an equal chance to do so.

Admissions

The pre-school and out of school club is open to every family in the community. (Please see Dandelions Admissions policy).

Families joining Dandelions are made aware of our Equal Opportunities policy, which is regularly reviewed.

Employment

Any vacancies will be advertised. We will ensure that all recruitment and selection procedures are carried out with full regard to equality. Dandelions will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. (Please see our Recruitment policy. We ensure all training needs are identified and included in our training plan).

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

Families

At Dandelions we recognise that many different types of family group can successfully love and care for children. Dandelions aim is to offer support to all families.

Languages

We will celebrate positively and value every child and family's language and dialect. Dandelions aim to offer support to all families including providing a translator for people from other cultural backgrounds where possible.

Festivals

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

To achieve this:

- We aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the setting.
- Without indoctrination in any specific faith, children will be made 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 in the setting are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the setting is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.
- Including British Values in our daily planning.

The Curriculum & Inclusion

All children and adults 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 setting 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.

Providing that we have the appropriate facilities, or are able to obtain extra funding to obtain them, any child with additional needs will have an equal chance of being admitted to Dandelions Pre-School and Out of School Club as all other children (please see Dandelions Special Educational Needs and Disabilities Policy).

The Learning Environment and Resources

The learning environment will encourage children to develop individually and promote positive learning about different ethnics, race, religions, cultural groups and abilities. Resources 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 using images and words that reflect positively the contribution of all members of society.

Behaviour

We will ensure that any undesirable behaviour that is considered indirectly or directly discriminatory will be actively challenged and removed (see Dandelions Behaviour Policy).

Assessment

We ensure that no form of assessment discriminates unlawfully, or on grounds that are not covered by legislation.

Adopted September 2014

Revised July 2015

Revised October 2015

Reviewed January 2017

Reviewed/ amended November 2017