

Equal Opportunities Policy



Burton Pre-school Playgroup believes that 'equal opportunity' means treating everyone with equal concern according to their own individual needs.

Relevant Acts

- **The Children Act Regulations 1989**
- **The Disability Discrimination Act 1995 (2005)**
- **The Sex Discrimination Act 1975**
- **Health and Safety at Work Act 1974**
- **Data Protection Act 1988**
- **Care Standards Act 2000**
- **Equal Pay Act 1970**
- **Human Rights Act 1998**
- **Education Act 1993**
- **Race Equality Act 2000**
- **Age Discrimination Act 2006**
- **SEND code of practice 2014**
- **Equality Act 2010**

Burton Pre-School Playgroup is committed to providing equality of opportunity for all children and families, meaning we ensure that everyone is treated with equal value and respect. We believe that no child or their family on the grounds of age, gender, sexuality, social situation, family status, means, disability, ethnic origin, culture, religion or political belief will be refused admission. We aim to ensure that all who wish to work in or volunteer to help within our Playgroup have an equal chance to do so and promote positive role models for the children.

Activities and the use of play equipment offer children opportunities in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and other families. Resources will be chosen to give children a balanced view of the world and appreciation of the rich diversity of our multi-cultural society.

Burton Pre-School Playgroup recognises the wide range of individual special needs in children and their families. All children are offered access to a broad, balanced and relevant education, including an appropriate level of curriculum. We will work in conjunction with any outside agencies involved with a child and their family.

Burton Pre-School Playgroup will incorporate the medical, cultural and/or dietary needs of every child.

Burton Pre-School Playgroup we have a clear procedure on how we manage children's behaviour in a positive way.

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Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families within the playgroup and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge all the festivals that are celebrated in our area and/or by the families involved in playgroup.

- Without indoctrination in any specific faith, children will be made aware of the festivals which are celebrated by their own families or others, and will be introduced where appropriate to the stories behind their festivals.
- Before introducing a festival where staff may be unfamiliar with the details appropriate advice will be sought.
- Children and families who celebrate at home festivals, with which the rest of the playgroup are unfamiliar with, will be invited to share their festival with the group if they themselves wish to do so.
- Children will be encouraged to welcome a range of different festivals, together with their stories, celebrations and special food and clothing they involve, as part of the diversity of life.

Any discriminatory remarks made at playgroup are unacceptable and will not be tolerated.