

EQUAL OPPORTUNITIES POLICY.

We believe that no child, individual or family should be excluded from any of the activities that we provide, on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to work in, or volunteer to help at The Group have an equal chance to do so.

Employment:

- The Group will appoint the best person for the job and will treat fairly all applicants for jobs and all those appointed.
- No applicant will be rejected on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion, or belief.
- Commitment to implementing the group's Equal opportunities Policy will form part of the job description for all workers.

Families:

- The group recognises that many different types of family successfully love and care for children.
- The group would be willing to consider a flexible payment system where circumstances dictate.
- The group will endeavour to keep costs of trips/ events at an affordable rate to ensure that all children can participate.

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.
- Opportunities will be given to 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 to develop their self-respect and to respect other people.

Special Needs:

- The Group recognises the wide range of special needs of children and families in their community and will consider what part it will play in meeting these needs.
- A Special Needs policy is held at the group.

Discriminatory behaviour/ remarks:

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

Language:

- Information, written and spoken will be clearly communicated in as many languages as necessary.
- Bi-lingual/ multi- lingual children and adults are an asset. They will be valued and their languages recognised and respected at the group.

Food:

- Medical, cultural and dietary needs will be considered on individual requirements.

Meetings:

- The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the group

Training:

- It is the duty of the Manager to ensure that staff/ volunteers are adequately trained in all aspects of equal opportunities and inclusion. Training courses relevant to this will be offered.
- The group will endeavour to inform parent/carers of any training or information evenings that will enhance their individual needs for further training and personal development.

The person responsible for monitoring and implementing the Equal Opportunities Policy is:

Manager **Helen Hicks**.

It is also the responsibility of the Manager to ensure that staff/ volunteers sign having read and understood the policy and are able to implement the policy.