

Little Ducklings Pre-School

Equal Opportunities Policy

Issue F

## **Equal Opportunities Policy**

Little Ducklings Pre-School works in accordance with all relevant legislation.

We believe that our activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our Pre-school have an equal chance to do so, Volunteers should be willing to co-operate with the team leader and deputies.

### **Admissions**

Little Ducklings is open to every family in the community. A waiting list is operated – please see our separate Admissions Policy for further information.

Families joining Little Ducklings are made aware of its equal opportunities policy.

### **Employment**

*Pre-School seeks to be an “equal opportunities” employer (see separate Employment Policy).*

The Pre-School will not discriminate on grounds of race, colour, nationality, ethnic or national origin, age, gender, marital status or disability or sexual orientation, unless there is a Genuine Occupational Requirement having regard to the ethos of the organisation.

Commitment to implementing the group’s Equal Opportunities Policy will form part of the job description for all employees.

Under the *Part-time Employees Regulation Act 2000* all part-time workers have the same rights as their full-time colleagues.

### **Families**

The Pre-School recognises that many types of family successfully love and care for children.

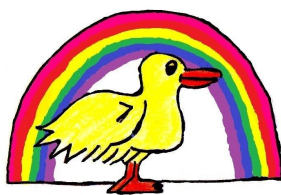
#### **Little Ducklings**

Holbein Close, Basingstoke, RG21 3EX.

☎ 01256 413794 [littleducklings@ymail.com](mailto:littleducklings@ymail.com)

Ofsted Registration: EY424761

Charity Registration: 1132767



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## **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the Pre-school, 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 which are celebrated in our area and/or by the families involved in the Pre-School.

- Children and families, who celebrate, at home, festivals with which the rest of the Pre-school is not familiar, are welcome to talk about their festivals with the rest of the group.

## **The Curriculum**

All children will be respected, and their individuality and potential recognised, valued and nurtured. Activities and the use of play and equipment offer the children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to all 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 society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypical pictures and messages about any group of people.

We will liaise with appropriate agencies to help meet specific needs and seek to provide suitable resources where necessary.

## **Special Needs**

We recognise the wide range of special needs of children and families in the community, and will ensure that we meet those needs, within the requirements of the relevant legislation, as far as we are able.

Planning for Pre-School meetings and events will take into account the needs of people with disabilities.

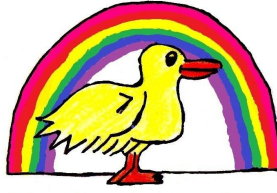
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### **Discriminatory behaviour / remarks**

These are unacceptable in the Pre-School.

If they occur 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**

Bi-lingual / multi-lingual children and adults are an asset. They will be valued and their languages recognised and respected in the Pre-School. Wherever possible, information, written or spoken, will be communicated in as many languages as necessary.

### **Food**

Medical, cultural, and dietary needs will be met.

Signed on behalf of Little Ducklings Pre-School: \_\_\_\_\_

Position: \_\_\_\_\_

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