



A Sure Start Children's Centre

4. EQUAL OPPORTUNITIES STRATEGY

Review Date: January 2018

Next Review: January 2019

The Arnold Centre takes the necessary steps to safeguard and promote the welfare of children, staff and parents within the setting. The acting head of Centre has the overall responsibility for ensuring and promoting equal opportunities within all aspects of the setting.

It supports the principles of equality, and will positively oppose discrimination and oppression against; a child applying to be admitted to the Centre; existing children; job applicants; or existing members of staff on the grounds of their gender, sexual orientation, marital status, age, race, colour, religion, disability, ethnic or national origins. See the Sex Discrimination Act 1975, Race Relations Act 1976, Equal Pay act 1970, Equal Treatment Directive 1976, Disability Equality Scheme 2007 and the Equality Act 2010

It aims to do this by creating a culture where bullying, harassment, discrimination and oppression are challenged and dealt with. It values diversity and will take action to encourage positive attitudes to all members of the Children's Centre community. Equal Opportunities will also underpin all other policies and procedures.

Aim

All staff at The Arnold Centre believes that all children and adults have the right to be respected and valued for who they are. We are committed to taking positive action to offer equality of opportunity regardless of race, culture, age, gender, disability, background, sexual orientation or special educational need. We look at children on an individual basis taking into account their needs, talents, and work with families and support services to help each child to reach their full potential.

The Children's Centre and staff are committed to:

- An ethos of anti-discriminatory practice will ensure that every child is included, supported and recognised as unique, capable and confident learners with the needs of all individuals met.
- Challenging derogatory comments.
- Encouraging positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.
- Encouraging all children to join in all activities.
- Regularly reviewing childcare practice to ensure the policy is effective. Learning diversity will be recognised and planned for and any barriers to learning will be challenged and removed and all children provided with an equality of opportunity.
- Providing a happy and rewarding environment for all.

Recruitment:

The Children's Centre will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as possible. Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.

At interview all candidates will be asked the same questions and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to discuss the reasons why they were not successful.

The Children's Centre aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the Children's centre will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.

Service Provision:

No child or family will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place in our Day Care setting, Preschool, Nursery and other services, taking account their individual circumstances and the ability of the Children's Centre to provide the necessary standard of care.

Similarly we will, wherever possible, make provision for disabled parents, carers and children attending activities or training within the centre.

The Children's Centre will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as producing material in relevant languages and media.

Staff:

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes, which are oppressive or discriminatory. All staff are expected to participate in equal opportunities training. The Children's centre takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or child. Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this Children's Centre. Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the Acting Head of Centre, Sharon Stones at the earliest opportunity.

Parents as Partners

Assessment of children is on going and parents will play a key role in this process. Key persons will share information with parents and they will be able to share their observations from home. In this way, children's individual needs can be met.

Diversity and Difference

Through effective teaching of PSED children will firstly learn to value themselves and their own uniqueness and then be supported by key persons to recognise that other children are similar and different to them and that everyone may have a different family, community and follow different traditions and beliefs to their own.

The learning environment will meet the needs of all children through ensuring that the additional needs of all children are identified and provided for as soon as possible. The planning and learning environment will reflect the community in which the children live through positive images, dual language texts, dolls and

small world figures that represent ethnic minorities, music, food and sharing celebrations and festivals.

This policy was written and implemented in February 2018 and will be reviewed annually or sooner, if any part of the policy/procedures is implemented or whenever changes in legislation are produced. If changes are made to the policy, parents/carers will be informed via letter and information displayed on the parent notice board in the reception area of the centre.

Links to other policies and procedures

- Admissions Policy
- SEND Policy
- Inclusion Policy

Signed and Approved by:

Acting Head of Centre

Signature: S. Stones

Date: 8.2.18

Print Name: Sharon Stones

Chair of Governors

Signature: A. Beatson

Date: 08/02/18.

Print Name: Amanda Beatson