



EQUAL OPPORTUNITIES POLICY

As members of Wales Pre-school Providers Association we are fully committed to the active promotion of equality of opportunity for all children and families in the group.

Equal Opportunities does not mean treating everyone the same - everyone should be treated as an individual. Our policy is intended to provide and maintain equality of opportunity for all children and parents/carers within the group and to reflect the needs of members of the group by:

- Advertising the group
- Admissions
- Employment
- Parents' Role in the Group
- Children in the group
- Resources

Advertising the Group

We will ensure that everyone in the community has access to information about the group. We will do this by informing the local Health Visitor about the group so that information can be passed on to parents/carers. We will place information posters (in English and Welsh when possible) in the local Post Office and shops and any other place we think appropriate.

Admissions

The group will open to every family in the community.

The individual needs of each child and family wishing to join the group will be considered; a first come, first served basis will not necessarily be adhered to. Children need not attend every session and we will try to be flexible in providing sessions to suit the majority of the parents/carers and children. We recognise that a child's first language should be used and will try to do so if possible.

Employment

We will appoint the best person for the job. Commitment to implementing our Group's Equal Opportunities Policy will form part of the job description for all workers.

Advertisements will be bi-lingual (English/Welsh) when possible and will be placed externally in the local paper, the Job Centre, in local shop windows and internally on the notice board.

At interview the existence of an Equal Opportunities Policy will be brought to the attention of the candidate. The candidate must agree with the policy and be willing to uphold it, by treating every child and parent/carer as an individuals.

Each candidate will be treated as an individual in compliance with current employment legislation.

Parent's Role In The Group

We will encourage the involvement of parents/carers by making them welcome and by respecting the difference in families, their language and culture and by encouraging them to contribute in whatever way they can.

We will do this by ensuring all families have an equal opportunity to be involved in the running of the group. The time and place of meetings will be considered to suit the members involved. Any information written or spoken will be clearly communicated as appropriate. All parents/carers will be encouraged to understand the effects of stereotyping and discrimination, and any discriminatory remarks challenged.

Children in the Group

We will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. We will endeavour to meet the needs of children in the community. Children with special needs will have equal access to the group wherever possible.

We will try to give the children in the group the opportunity to understand and thereby respect cultures, languages and religions other than their own. We realise that children growing up in an all white area need the opportunity to see they are part of a multi-racial society.

We will offer the children in our group activities that give them the opportunity to explore, acknowledge and value similarities and differences between themselves and others. Children with special needs will be included in the group. Any discriminatory

remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour.

Resources

We will regularly check books, posters and all resources to ensure they positively and accurately reflect a multi-racial society.

All children will have equal access to all activities.