

Bluebelle Nursery

EQUAL OPPORTUNITIES POLICY

As members of Wales PPA 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. This policy is intended to provide and maintain equality of opportunity for all children and parents/carers within the group and will reflect the needs of members and future members of the group by:

- advertising the group
- admissions
- employment
- parents/carers role in the group
- children in the group
- resources

Advertising the group

The group will ensure that everyone in the community has access to information about the group.

This will be done by informing the local Health Visitor about the group so the information can be passed on to parents/carers. Information posters will be displayed in local doctor's surgeries and Post Office, library, shop etc. in languages appropriate to the community, when possible.

Admissions

The group will be 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 be adhered to rigidly. Children need not attend every session. The group will be flexible in providing sessions to suit the majority of parents/carers and children. The child's first language should be used, and the use of other languages will be encouraged, as appropriate.

Employment

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

Advertisements will be in the language/s appropriate to the community, when possible. Advertisements will be placed externally in the local paper and Job Centre, and internally on the notice board.

The existence of an Equal Opportunity Policy will be highlighted. It will be ensured, at interview, that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as individuals.

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Only questions relevant to the job will be asked. Each candidate will be asked, broadly the same questions. A welcome and professional approach to interviews will be ensured.

All applicants will have copies of relevant information.

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

Parents' role in the group

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

The group will ensure 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 and staff will be encouraged to understand the effects of stereotyping and discrimination, and any discriminatory remarks will be challenged.

Children in the group

The group will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The needs of children in the community will be provided for, with special needs wherever possible.

The children will be given the opportunity to learn to respect cultures, languages and celebrations other than their own. Children growing up in all white areas need the opportunity to see they are part of a multi-racial society.

The children will be offered activities to 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 effects of any such remarks of behaviour.

Resources

Books, posters and all resources will be checked regularly to ensure they positively and accurately reflect a multi-racial society.

Boys and girls will have the opportunity, and be encouraged to use all activities.