

Hillside Pre-School and Early Learning Group

Policies and Procedures

Equal Opportunities and Inclusion Policy

The childcare provision is committed to equality of opportunity and recognises that people are subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability, caring responsibilities, religious belief, age, social class, political beliefs, employment status, union membership, place of residence or whether they are HIV positive.

It is the policy of the Childcare provision that no family or child, employee, student or volunteer will receive less favourable treatment on any of these issues set out above. This would include those applying for employment.

The Childcare provision will comply with its obligations under The Equalities Act 2010. It is the Childcare provision's intention to take positive action to ensure that its Equal Opportunities Policy is implemented.

We aim to:

- Acknowledge and value equally each child's individual stage, culture, religion, language, racial background, and family group.
- Actively seek to combat sexism and promote equal opportunities for girls and boys, men and women - refer to Safeguarding Policy – British Values and The Prevent Duty (2015).
- Encourage equality of opportunity for all children and their families.
- Achieve and maintain, within the framework of the law, a workforce which represents, as far as practical, the composition of the population and recruitment areas, including people with disabilities.

To achieve the above we will:

- Plan within the curriculum to extend the children's experience and knowledge of other cultures, language, celebrations and festivals.
- Ensure that the activities reflect the diversity of our society, not just our group.
- Encourage children to explore in a positive way the differences and diversity of people ensuring that representatives of people are accurate and realistic.
- Positively challenge stereotypes and assumptions – racist, sexist or concerning disabilities.
- Enable adults and children with disabilities to take part in our group by removing any barriers to participation and access.