



Equal Opportunities Policy

Woodcroft Pre-School and Wrap Around Care believes no child, individual or family should be excluded from the Pre-School or holiday child care activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, religion or belief. We aim to ensure that all that wish to work in, or volunteer to help with our Pre-School and childcare have an equal chance to do so.

Admissions

The Pre-School is open to every family in the community. Please see the “Admission Policy” for full details.

Employment

The management committee will appoint the best person for each job and will treat fairly all applications and those whom we appoint.

No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, religion or belief.

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

Families

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

The Pre-School offers a flexible payment system for families with financial difficulties (see “Payment Policy”).

The Curriculum

All children will be respected and their individuality and potential to recognise valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to 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 multi-racial society.

Materials will be selected to help children to develop their self-respect and to respect others by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

The Pre-School recognises the wide range of special needs of children and families in its community and will consider what will play in meeting these needs.

Discrimination

Discriminatory behaviour or remarks are not acceptable and will not be tolerated within the Pre-School or holiday child care.

Our 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

Information, written and spoken, will be clearly communicated in as many languages as necessary.

Bilingual/multilingual children and adults are an asset. They will be valued and their language recognised and respected in the Pre-School and holiday child care.

Food

Medical, dietary and cultural needs will be met, where possible.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved with the running of Pre-School, Nursery and Holiday Club.
This policy adopted October 2019

Signed

Director.....Secretary.....