



# Equal Opportunities Policy

## Our aim is to:

- Ensure that all children and adults are encouraged and able to reach their full potential.
- Respect and value differences between people.
- Prepare children for a life in a diverse society.
- Acknowledge the existence of prejudice and take steps to prevent it.
- Make our environment a place where everyone feels welcomed and valued.
- Improve our knowledge and understanding of beliefs, cultures and disabilities.
- Access staff training when opportunities arise.

## The legal framework for this policy is:

The Equalities Act 2010. This legislation provides protection against discrimination for people who share the following protected characteristics: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

## Admissions

The pre-school is open to every family in the community. Please see our admissions policy for more information. We advertise the setting locally.

## Employment

The pre-school will appoint the best person for each job subject to the guidelines set out in Fleckney Baptist Pre-school's Staffing and Employment Policy. Each member of staff will be offered opportunities for professional development and training.

## Families

The pre-school recognises that many different types of family successfully love and care for children.

## The curriculum

The pre-school offers children the opportunities to experience a wide range of activities and play equipment in an atmosphere free from prejudice and discrimination. All children will be respected as individuals and valued as equals. We will provide an environment that is safe and welcoming to all and which supports British values. These are defined by the Prevent Duty as *democracy, the rule of law, individuality and mutual respect, tolerance of those with different faiths and beliefs*. Our learning environment will focus on children's personal, social and emotional development ensuring children learn right from wrong, engage with each other and learn to share, value each other's views, know about the similarities and differences that exist between them and others, and challenge negative attitudes and stereotypes.

**Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our society.

**Special needs**

The pre-school recognises the wide range of special needs of children and families in the community, and will consider what part we can play in meeting these needs.

**Discriminatory behaviour/remarks**

These are unacceptable in the pre-school and will be challenged.

**Food**

Medical, cultural and dietary needs will be met.

**Legal framework**

The Equality Act (2010)

Children Act (1989) & (2004)

Children and Families Act (2014)

Special Educational Needs and Disabilities Code of Practice (2014)

This Policy was adopted at a meeting of the pre-school held on 23<sup>rd</sup> August 2024

Signed on behalf of the pre-school: Rebecca Horseman (Manager)

Date to be reviewed: 23<sup>rd</sup> August 2025