

BEAMINSTER PLAYGROUP

EQUAL OPPORTUNITIES

AIM

The Childcare provision is committed to equality of opportunity and recognises that no children/adults are subject to discrimination on the grounds of dual heritage, 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 job applicant, employee, trainee, volunteer, member or service user receives less favourable treatment on any of these issues set out above.

The Childcare provision will comply with its obligations under the Childcare Act 2006, Children Act 1989, Children Act 2004, Care Standards Act 2000, UN Convention on the Rights of the Child 1989, Human Rights Act, The Education Act 1996 (includes the Code of Practice for children with Special Educational Needs), The Employment Act 2002, Equality Act 2010, Special Educational Needs and Disability Act 2001, Every Child Matters and the EYFS 2012.

We actively seek to combat sexism and promote equal opportunities for girls and boys, men and women.

We encourage equality of opportunity for children with special needs and their families.

The ENCO (Equalities Named Co-ordinator) for the group is Sally Welsford, whose role is to :-

- Advise and support the children, their families and staff.
- Ensure that the group abides by all legislation Acts.
- To co-ordinate equalities within the group ('equalities' refers to treating everyone with equal respect and concern).

PROCEDURES

The range of activities provided enables children of all abilities and from all backgrounds to participate in a satisfying and appropriate level of play for their age regardless of gender.

We encourage children to explore in a positive way the differences and diversity of people by ensuring the representations of people are accurate and realistic e.g. Dolls, puppets, books and games.

We seek to enable adults and children with disabilities to take part in our playgroup where it is safe and reasonable to do so.

All staff will be offered training.

We will value different dialects and ensure that communication is effective.

Most Staff have had training in Sign-a-long language.

Families are asked to share with the Playgroup any particular faiths, festivals or events that they feel is important to their child which could be celebrated as part of the curriculum.

September 2014