



**Maidenbower  
Pre-School  
Playgroup**

## **Equal Opportunities Policy**

**Lead Person Responsible: Janet Noad**

**Secondary Lead Person Responsible: Cheryl Gouldstone**

We work in accordance with all relevant legislation, including:

- Sex Discrimination Act 1986
- Children Act 1989 and 2004
- Childcare Act 2006
- Equality Act 2010
- Children and Families Act 2014
- Counter-Terrorism and Security Act 2015

We believe that Maidenbower Pre-school Playgroup's activities should be open to all children and families within our community, and to all adults committed to their welfare. We aim to ensure that all who wish to work in or volunteer to help with, our pre-school playgroup have an equal chance to do so.

Disadvantaged children and families who have access to the Early Years Pupil Premium (EYPP) will be welcomed into the playgroup. The monies will be spent accordingly to support these children to narrow the gap and raise their attainment.

Maidenbower Pre-school Playgroup does not discriminate against a child or their family or prevent admission to our setting on the basis of a protected characteristic as defined by the Equalities Act 2010. These are:

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity

Maidenbower Pre-school Playgroup takes action against discriminatory behaviour by either staff or parents, under the Equality Act. The types of discrimination are:

- Direct discrimination – A person is treated less favourably than another person because of a protected characteristic (where they have a

protected characteristic, are deemed to have a protected characteristic or are associated with a person who has a protected characteristic).

- Indirect discrimination – A provision, criterion or practice that is in place which applies to everyone within the organisation disadvantages people who share a protected characteristic.
- Discrimination by association– Direct discrimination against a person because they associate with another person who has a protected characteristic.
- Discrimination by perception – Direct discrimination against a person because they are perceived to have a protected characteristic. Discrimination by perception also applies if the person discriminated against does not actually have this protected characteristic.

Harassment – Defined as ‘unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.’

Third party harassment – Harassment of an employee by a third party not employed at Maidenbower Pre-school Playgroup. This covers age, disability, sex, gender reassignment, sexual orientation, religion or belief and race.

Victimisation – If an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so, a person is not protected from victimisation if they have maliciously made or supported an untrue complaint.

### **Prevent Duty and British Values**

Where a child, parent/carer and staff expresses discriminatory language or may be vulnerable to radicalisation or terrorism by others, whether in the family or outside and display concerning behaviour, we will make a referral to The Department for Education. Contact details are:

**Telephone Number: 0207 3407264**

**Email: [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk).**

**We will also contact Ofsted on 03001231231 and Paul Windsor from Crawley Family Support Network (CFSN) on 07595236779**

We at Maidenbower Pre-school Playgroup will provide a curriculum which ‘actively’ promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with difference faiths and beliefs.

British value is about teaching children to be proud to be British and ensuring they are not being radicalised at an early age. We need to teach our children that it is possible to live together peacefully, each of them a valuable part of our multicultural world.

## **Admissions**

Admissions are made based on a fair Admissions Policy.

It is our priority to make our pre-school playgroup genuinely accessible to children and families from all sections of our local community. In order to accomplish this we will:

- Ensure that the existence of the pre-school playgroup is widely known in our local community. As appropriate, we will place notices advertising the pre-school playgroup in places where all sections of the community can see them, in more than one language if appropriate, costs permitting.
  - Advise that children living in all areas of Crawley will be able to register.
  - Describe the pre-school playgroup and its practices in terms of how it treats individuals, regardless of their gender, special educational needs, disabilities, background, religion, ethnicity or competence of spoken English.
  - Describe the pre-school playgroup and its practices in terms of how it enables children with disabilities to take part in the life of the pre-school playgroup.
  - Monitor the gender and ethnic background of children joining the group to ensure that no accidental discrimination is taking place.
  - Make our equal opportunities policy widely known.
- See our Admissions Policy.

## **Discriminatory Behaviour/Remarks/Behaviour**

These are unacceptable in our pre-school playgroup. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices as detailed in the Behaviour Management Policy.

## **Employment**

We will appoint the best person for each job and will treat fairly and without prejudice or favouritism, all applicants for jobs and all those appointed. Commitment to implementing the group's Equal Opportunities Policy will form part of each employee's job description.

## **Families**

We recognise that many different types of family successfully love and care for children. The pre-school playgroup offers a flexible payment system for families having financial difficulty. We recognise and value the fact that parents/carers are the primary carer/educator for their children.

## **Festivals and Faiths**

Our aim is to show respectful awareness of events in the lives of the children and families in the pre-school playgroup, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals that are celebrated in our area and/or by the families involved in the pre-school playgroup and some that are not represented:

- Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the pre-school playgroup are not familiar with appropriate advice will be sought from people to whom that festival is a familiar one.
- Children and their families who celebrate festivals at home which the rest of the pre-school playgroup are unfamiliar with, will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.
- Parents/carers will be given the opportunity to opt out of any sessions containing religious/cultural festivals.

## **The Curriculum**

The curriculum is implemented according to the Early Years Foundation Stage Guidance and all children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate 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 other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### **Additional Support Needs**

The pre-school playgroup recognises the wide range of additional support needs of children and families in the community, and will consider what part it can play in meeting these needs as detailed in the SEND Policy.

Planning for pre-school playgroup meetings and events will take into account the needs of people with disabilities.

### **Language**

Information, written and spoken, will be clearly communicated in as many languages as possible. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the pre-school playgroup.

Sign Language training will be given if appropriate.

### **Food**

Cultural and dietary needs will be met. All allergies are listed in the register on the day a child attends and they are also listed on the inside of the food cupboard door.

### **References**

National Day Nurseries Association [www.ndna.org.uk](http://www.ndna.org.uk)

Acas (Advisory, Conciliation and Arbitration Service) [www.acas.gov.uk](http://www.acas.gov.uk)