

Academy for Character and Excellence

Enhanced Services

Equal Opportunities Policy

Original Policy date	July 2017	
Reviewed and Updated	March 2018 March 2019	
Next Review Date	March 2021	Review cycle every 2 years
Preschools	Redhills Pre-School Shaldon Pre-School	

Who should use this policy?

This policy should be used by the parents and pupils of our Pre-Schools and any member of staff who needs to give advice or guidance on how to deal with queries raised on equal opportunities.

This policy will be reviewed every two years by the Operations Team.

Equal Opportunities Policy

Every Pre-School operates an Equal Opportunities Policy to ensure that its provision is open to all children and families, and to all adults committed to their education and care. To this end the Pre-School Manager is designated as Equal Opportunities Co-ordinator.

As a setting, we believe that inclusion is the process of identifying and breaking down barriers, therefore this particular policy, together with the policies within it, is directly linked to our Inclusion and Special Educational Needs Policy.

We will ensure that:

- No-one, child or adult, will be discriminated against regardless of their race, ethnic group, gender, ability, disability, age, status, sexuality, medical requirements, religion or belief, culture or HIV/AIDS status.
- All who work in the provision or volunteer to help will have an equal chance to do so.
- All children will be respected and their individual and potential recognised, valued and nurtured.
- Any discriminatory language, behaviour or remarks by children, parents/carers or any other adults are unacceptable. 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. Such matters will be brought to the attention of the parents/carers by the Manager.
- Activities and the use of play equipment offered will allow 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.

Admissions Policy:

Each Pre-School operates a waiting list for places in strict rotational order and advises early registration. The aim of this Policy is to ensure that our provision is accessible through fair and clear procedures.

Children will not be discriminated against as set out in our Equal Opportunities Policy, however, the Pre-School Manager will control the admission of children to the group and, if appropriate, request their withdrawal.

If you wish to raise a concern over the admission process then please refer to the Complaints Policy.

Charging Policy:

Each Pre-School is committed to ensuring that all eligible children who attend our setting receive a free Pre-School education. Early Years Education Funding is a Government scheme which pays for some 2 year olds and all 3 and 4 year olds to have a part-time education for which children become eligible the term following their 2nd or 3rd birthday.

Each education session at the Pre-School is 3 hours long; at present five sessions of which can be accessed per child, per week, free of charge and no top-up fees will be charged unless parents/carers wish to access sessions over and above the free 5 five sessions.

Children can begin their pre-school education at the Pre-School when they are 2 years old (or later if they wish); if their birthday falls during a term parents/carers can decide whether to delay their start until the beginning of the following term when the child will be eligible for Government funding or whether to start them at 2 or 3 years old and to pay a pre-set fee until they are eligible for free sessions.

At present a pre-set fee is charged per session for children whose parents/carers wish for them to access more than their five free sessions per week.

Equal Opportunities – Staff:

In line with our Recruitment & Retention Policy, prospective employees and appointed employees will not be discriminated against regardless of their race, ethnic group, gender, ability, disability, age, status, sexuality, medical requirements, religion or belief, culture or HIV/AIDS status. This also refers to staff once appointed regarding promotion, allocation of co-ordinator roles or allocation of tasks within the setting on a daily basis.

Multicultural Education Policy:

By including multicultural education, we are committed to providing a learning environment which has 'tolerance and understanding' at the heart of its ethos.

Children will enjoy gaining knowledge and understanding of the world through:

- exposure to images and by using artefacts which are multicultural in their daily learning environment.
- by reading stories which have multicultural illustrations and content - stories from around the world and sharing language.
- celebrating and learning about traditional and special festivals through music, dance, costume and sharing special foods (e.g. Easter, Christmas, Chinese New Year).
- relating their own lives to the lives of other children and sharing their own experiences of holidays/trips abroad.