

The Lawns Early Excellence and Children's Centre

Equal Opportunities Policy

"Children's ideas about themselves and the world around them are formed at an early age. They take note of what is going on in their own place, own family and places further away. As they grow up children's ideas often become more fixed and stereotypes develop. By introducing young children to the wealth of traditions, ways of doing things, ranges of lifestyles in our world, we can play an active part in influencing how young children see the world." (The Refugee Council, 1996.)

All children staff members, parents, governors and visitors who are admitted to this centre will be treated with respect. Their individuality will be acknowledged and positive account will be taken of their gender, religion, ethnic and cultural origin, age and disability.

Statement of intent

The centre takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this centre. Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the coordinator at the earliest opportunity.

The centre and staff are committed to:

- Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.
- Encouraging children to join in activities, i.e. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc.
- Regularly review childcare practice to ensure the policy is effective

We recognise that -

Language is at the centre of identity, culture and learning. Some children will have knowledge of more than one language which will be valued and encouraged within the centre setting.

All resources and experiences provided in the centre will positively reflect equality of the sexes and girls and boys will have equal access to the range of planned provision.

The younger and/or less confident child will be supported and encouraged by staff to take part in the whole range of provision when this is deemed appropriate for that child.

Rates of children's development and progress will differ widely, but that the goals for all should be the same.

Above all we recognise that whatever their needs and abilities all children have a right to be fully valued by and included as full members of their community.

The centre aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the centre will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.

Service Provision

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of the centre to provide the necessary standard of care.

The centre will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

Recruitment

The centre will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.

Application forms will not include questions which potentially discriminate against the grounds specified in the Statement of Intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. At interview all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent.

All staff are expected to participate in equal opportunities training.

Training

The centre recognises the importance of training as a key factor in the implementation of an effective equal opportunity policy.

The centre will strive towards the provision of equal opportunity training for all staff.

This policy should be read in conjunction with:

Race Equality Policy
Racist Incident Policy
SEN Policy
Policy for Behaviour and Discipline