**St. George Preschool CIO**

**Equal Opportunities Policy**

We exist to provide childcare to parents/carers. In recognising the discrimination suffered by some sections of our society, we strive to make this service accessible to all parents who wish to use it. We will work to ensure that no child, individual\* or family will be unlawfully discriminated against on the grounds of age, sex, sexuality, family status, means, disability, race, ethnic origin, culture, religion or belief.

\*Includes staff members, volunteers and members of the committee

**Admissions and Membership**

We recognise that many different types of family successfully love and care for children. The setting is open to every family in the community.

**Recruitment and Employment**

We will recruit and employ people on an equal basis and aim to ensure that no applicant or employee is excluded or unfairly treated on the grounds of age, sex, sexuality, family status, means, disability, race, ethnic origin, culture, religion or belief.

**Management**

We recognise that the management committee should reflect the makeup of the community that it serves and every effort will be made to redress any imbalance or exclusion. The time and place of meetings of the management group will ensure that all families will have the opportunity to contribute and be involved in the running of the setting. It is a condition of membership of the committee and employees (both paid and voluntary) to follow the principles outlined in this policy.

**Information**

We will give general information on our activities to all potential users and interested parties. We will provide translations into relevant language, large print or Braille where appropriate. We will use jargon free, clear and understandable language. We will use a translator where appropriate. We will advertise for staff and management using a mix of methods and using a minority and mainstream press. We will provide a termly newsletter to parents and potential users.

**Activities**

We aim to provide a multi-cultural programme of activities for a child, which reflects the broad diversity of cultures, languages and celebrations of people in our society. We will make use of resources and materials which reflect this diversity and we will provide positive images of all people and life styles. All children will be encouraged to take part in all activities on offer.

**Disability**

We accept the social model of disability and will strive to redress the disabling elements within our society and within its own organisation and practice. We will make every effort to meet the needs of disabled children and parents and to ensure they are welcomed and valued. We recognise that this will be achieved, not only through the provision of physical access, but by the attitude of management, staff and users of the service.

**Inclusion**

We will identify a member of staff to take responsibility for

* Inclusive practice within our setting
* Appropriate support for disabled children
* Appropriate support for children whom have additional needs or a statement of Education Needs
* Linking with the school SENCO

**Harassment**

We will not tolerate incidents of harassment or abuse and will address any complaint or occurrence of harassment or abuse promptly.

We will deal with incidents sensitively, with a view to; supporting the victim, informing the perpetrators to help them overcome their prejudice and understand the effect of their behaviour.

We will not tolerate any persistence in harassment through behaviour or language and will invoke disciplinary measures for staff, management and children. In the case of parents – persistent behaviour of this nature will result in the individuals concerned being removed from the premises and prevented from returning until the management committee has received written assurance that they will comply with this policy. All staff will be familiar with the policy and this will be included in their induction training. All incidents of harassment or abuse of this nature will be recorded as an incident.

**Monitoring**

We will implement monitoring systems to highlight shortcomings and review our procedures and practise accordingly on a regular basis. Staff and management will be offered training in all relevant aspects of Equal Opportunities.

Date Agreed: September 2017 Review Date: September 2018

Signed by: Sharon Carstairs Signature

Role of signatory: Preschool Manager

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