

Clutton Playgroup

Equal Opportunities Inclusion and Diversity Policy

Clutton Playgroup is committed to providing equality of opportunity for all children and families. We have a designated Equal Opportunities Co-ordinator, Sarah White.

Aims

We aim for our activities to be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, Clutton Playgroup have an equal chance to do so.

Method

In order to achieve these aims, we operate the following procedure:

Clutton Playgroup works in accordance with all relevant legislation, including:

- Children and Families Act 2014
- Equality Act 2010
- Safer Recruitment 2015

- **Admissions**

Clutton Playgroup is open to every family in the community and families joining are made aware of its equal opportunities policy during the induction process. We do not discriminate against children of an eligible age i.e. 2 yrs 6 months who have special educational needs or physical disabilities and make every reasonable adjustments to ensure access for all.

- **Fees**

We strive to keep the fees at the lowest level that is realistically possible in order to make the group accessible to families from all income brackets. Clutton Playgroup offers a flexible payment system for families with differing means and makes every effort to raise awareness of support mechanisms, e.g. Pupil Premium.

- **Employment**

Clutton Playgroup will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Commitment to implementing Clutton Playgroup's Equal Opportunities Policy will form part of the job description for all workers.

- **Families**

Clutton Playgroup recognises that many different types of family successfully love and care for children. We make every effort to represent these families in our activities and resources.

- **Curriculum**

The curriculum offered at Clutton Playgroup encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. We work to:

- ensure the children feel valued and good about themselves.
- ensure the children have equality of access to learning. This includes ensuring that the environment is fully accessible to all children and adults and that all reasonable steps would be taken to ensure that our offered curriculum could be accessed by all.
- reflect the widest possible range of communities in the choice of resources.
- avoid stereotypes or derogatory images in the selection of materials.
- create an environment of mutual respect and tolerance.
- help children to understand that discriminatory behaviour and remarks are unacceptable.
- ensure the curriculum offered is inclusive of children with Special Educational Needs and Disabilities.
- ensure children whose first language is not English have full access to the curriculum and are supported in their learning.
- Monitor activities to ensure there is no gender bias or stereotyping.

- **Festivals**

Our aim is to show respectful awareness of all the major events in the lives of the children and families at Clutton 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 the major festivals which are celebrated in our area and/or by the families involved in Clutton Playgroup:

- without indoctrination in any specific faith, children will be made aware of the festivals which 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 at Clutton Playgroup are not themselves familiar, appropriate advice will be sought from people to whom that festival is familiar.
- children and families who celebrate, at home, festivals with which the rest of Clutton Playgroup are not familiar 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.

Equal Opportunities, inclusion and Diversity will be on the agenda of each staff and committee meeting. Equal Opportunity Impact assessments will be carried out on our policies and procedures annually.

Policy was adopted by the Clutton Playgroup Management Committee at a committee meeting on

Signed: Date:.....

Chair of Clutton Playgroup Management Committee

Signed: Date:
Play Leader

To be reviewed January 2019