

St. James' Church Pre-School

Equal Opportunities Policy



St James' Pre-school believes that each child, individual and family should be treated equally and included in the Pre-school's activities regardless of religious persuasion, ethnic origin, cultural and linguistic background, gender or disability.

All staff and volunteers in the setting must be committed to supporting this policy.

We advertise the Pre-school in our community and operate a waiting list for all families who wish to place their children's names on the list. Vacancies are offered, subject to the child having attained the age of entry, in order of application.

The Supervisor liaises with parents / carers to ensure each child's record contains all the information needed so the child can access the wide variety of resources, activities and facilities we provide taking into account particular needs:

- a) Special dietary requirements because of medical conditions, cultural or religious requirements.
- b) Specific hygiene requirements including soap alternatives for hand washing and skin and hair care including hats for children with oiled hair when playing in the sand.
- c) Adaptation of equipment and activities to allow for participation of those with difficulty in movement or with gross or fine motor skills, sensory impairment and other disabilities and ethnic or religious constraints as regards to clothing.
- d) Communication difficulties including a home language different from English.

We celebrate cultural diversity by:

- a) A range of books, toys and equipment, which provide positive images of people of different ethnic groups.
- b) Celebrating a variety of festivals
- c) Welcoming parents / carers from various ethnic groups into the pre-school to share their culture in age appropriate ways with the children.

We promote positive images of people of both genders, all ages, with or without disabilities by providing a range of books and equipment, which encourage a positive attitude in the children.

By example and by talking to the children we seek to counter stereotypical views of gender, racial origins and disability.

We will not tolerate discriminatory practices and we will, by example and discussion with the children, deal with incidents as they arise in a positive age appropriate way.

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Job applications are considered on the basis of the applicant's suitability. We aim to employ the best possible staff for the setting, offering equality of opportunity and ensuring that no person is discriminated against on grounds of religious persuasion, ethnic origin, cultural and linguistic background, gender or disability during their employment in the Pre-school.

The equal opportunities co-ordinator is: Elaine Hawkes.

This policy was adopted on 23 January 2000 by the Committee.

This Policy was last reviewed on 29th April 2019. No changes were made.

Signed by: Jackie Turton.....on behalf of St James' Pre-school Committee.