

**Downham Market Children’s Centre**

**Snape Lane**

**Paradise Road**

**Downham Market**

**Norfolk PE38 9JE**

**EQUAL OPPORTUNITIES**

**Aim**

The Pre-School aims to offer equal opportunity to all children, practitioners and volunteers. It believes that no child, individual or family should be excluded from the Pre-Schools activities on the basis of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help with Pre-School have an equal chance to do so.

All Practitioners, volunteers and Committee Members will be made aware of this policy during their recruitment, induction and day to day involvement with the Pre-School.

Practitioners will seek advice and training on this policy where necessary and available.

**Legislation**

We will accomplish this by working within all current legislation including

a. Disabled Persons Act 1986

b. Race Relations Act 1976

c. Sex Discrimination Act 1986

d. Children’s Act 1989

**Admissions**

The Pre-School is open to every family in the community. The waiting list takes into account: -

a. Children whose siblings have previously attended the Pre-School

b. Children whose need for a Pre-School place is urgent (with a referral from a Health Professional or Early Years Social Worker)

c. Children who have recently moved to the area, or who have a place with a local Childminder.

Every effort is made to give a place to children as soon as possible. Places are offered according to need as well as length of time on the waiting list.

**Employment**

The Pre-School will appoint the best person for each job and will treat fairly all applications for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family background, family status, disability, colour, ethnic origin, culture, religion or belief.

**Families**

The Pre-School recognises that many different types of family successfully love and care for children. The Pre-School offers a flexible payment system for families with differing means.

**Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multicultural society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

**Special Needs**

There will be no discrimination against any child with special needs providing the Pre-School can meet the child's needs. Every effort will be made to adapt the setting to accommodate every child.

**Discriminatory Behaviour or Remarks**

These are unacceptable in the Pre-School. The response will aim to be sensitive to the feelings of the victims and to help those responsible to understand and overcome their prejudices.

**Activities**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

**Language**

Information, written and spoken will be clearly communicated in as many languages as necessary. Bi-lingual and multi-lingual children and parents/carers are an asset. They will be valued and their language recognised and respected in the Pre-School.

**Food**

Medical, cultural and dietary needs will be recognised, respected and met.

**Meetings**

The time, place and conduct of meetings will be displayed to ensure that all families have an equal opportunity to be involved in the running of the Pre-School.

**Designated Person**

The Senior Supervisor will be the designated person responsible for this policy. They will be supported in this role by all Practitioners and Committee Members.

The Senior Supervisor means whoever is holding that post at the time.

 Supervisor/Deputy

2011 – 2012 Jayne Buchan/Sara Lewis-Bragg

2012 – 2013 Jayne Buchan/Sara Lewis-Bragg

2013 – 2014 Jayne Buchan/Sara Lewis-Bragg

2014 – 2015 Jayne Buchan/Sara Lewis-Bragg

2015 – 2016 Jayne Buchan/Sara Lewis-Bragg/Sonja Fysh

2016 – 2017 Jayne Buchan/Sara Lewis-Bragg/Sonja Fysh

2017 – 2018 Jayne Buchan/Sara Lewis-Bragg/Sonja Fysh

2018 – 2019 Sonja Fysh/Sara Bragg

2019 – 2020 Sonja Fysh/Sara Bragg

2020 – 2021 Jayne Buchan/Sara Bragg

2021-2022 Jayne Buchan/Sara Bragg

2022-2023 Jayne Buchan/Sara Bragg

2023-2024 Jayne Buchan/Sara Bragg

2024-2025 Jayne Buchan/Sara Bragg

**Review Date: September 2025**