**EQUAL OPPORTUNITIES**

**Our Pre-School is open to everyone. We treat everyone equally and we give everyone an equal opportunity to use all facilities and resources on offer.**

We believe that the children, parents and staff at our group have much to offer one another, from our varied cultural, ethnic and religious backgrounds. We aim to develop a positive self-image in all children by taking care to ensure that our resources show positive images of all backgrounds, cultures and abilities. We do not discriminate in areas of race, colour, gender, marital status, political or religious beliefs and disabilities. We do not stereotype or discriminate in any way against staff, children or parents. We give all children equal opportunities to access all activities and resources and aim to meet every child’s individual and unique needs.

Children in today's society will be growing up in a multi-cultural world and we aim to help our pre-school children understand the differences in society and respect different cultures and beliefs.

Throughout their time with us your child will meet other children with different religions and cultures and we want to embrace these together and learn from each other. Each child is unique and will be treated as such. Depending on which children are attending during any one term, we will work with parents to find out about their different cultures and ensure our setting provides activities to reflect these in a positive light. We welcome parents who may have knowledge of the different cultures/festivals in our community.

Discriminatory statements or behaviour will not be tolerated by any person within our pre-school, including staff, parents or children. Action will be taken to combat such behaviour. (See complaints procedure)

Our Pre-School is open to every family in the community. Families joining us are made aware of our Equal Opportunities Policy which is reviewed regularly.

All staff are aware of our Equal Opportunities Policy and are employed on the basis that this is implemented as part of their job description.

We will work with parents to offer support for children with English as an additional language and ensure our group offers resources and literature from different cultures.

**Our Equal Opportunities Co-Ordinator is Tina Phillpot**

**Reviewed sept. 2023**