**Equal Opportunities Policy**

All staff, volunteers and students at Pegasus Childcare Centre are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. Pegasus Childcare Centre aims to develop children’s positive self-esteem and the esteem of others. Staff will set good examples by treating one another and the children with respect.

**The Legal frameworks for this policy include:**

* Race Relations Act 1976
* Race Relations Amendment Act 2000
* Sex Discrimination Act 1975
* Education Act 1996
* Disability Discrimation Act 1995 & 2005
* Special Educational Needs and Disability Act 2001
* Equal Pay Act 1970
* Children Act 1989 & 2006
* Equality Act 2006 & 2010

The Equal Opportunities policy of Pegasus Childcare Centre applies to all people whether using or working within the setting. We will not discriminate whether directly or indirectly in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons.

Pegasus Childcare Centre works to fulfil all the legal requirements of the Equality Act 2010. **The act covers nine protected characteristics:**

* Age
* Disability
* Gender reassignment
* Race
* Religion or belief
* Sex
* Sexual orientation
* Marriage and civil partnership
* Pregnancy and maternity

Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable through means appropriate for that individual. Pegasus Childcare Centre is open to all members of the community and everyone will be made welcome.

**The settings SENCO(s) are:**

Paige Shackleton

Emma Thornalley

**They are responsible for:**

* All staff receive and appropriate training and information
* The setting Equal Opportunity Policy reflects current legislation and guidance
* Appropriate action is taken whenever discriminatory behaviour; language or attitudes occur.

**Admissions Statement**

In order to promote equality and diversity we will:

* Ensure that all parents/carers are made aware of our Equal Opportunities policy
* Offer equality and choice for all
* Advertise Pegasus Childcare Centre widely
* Reflect the diversity of members of our society and promotional materials
* Provide information in as many languages as possible in clear whether spoken or written form. For families who speak English as an additional language we will develop practices to ensure their full inclusion
* Not discriminate against a family or prevent entry to our setting, on any grounds
* Encourage parents/carers to take part in the life of the setting and to contribute fully
* Provide opportunities for parents/carers to contribute to their child’s care and education
* Offer information regarding sources of financial support for families with differing means
* Make reasonable adjustments where necessary to ensure the inclusion of all

**Play and Curriculum**

We aim to encourage children to develop positive attitudes about themselves and others. We do this by:

* Ensuring all children feel valued
* Ensuring that all children have equality of access to learning
* Listening to children to ensure each child feels included, safe, valued and respected.
* Ensuring that all children have equal access to activities, resources and learning opportunities
* Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognises different learning styles
* Providing play materials/resources and activities that demonstrates diversity of background and ability to help to develop positive attitudes to differences of race, culture, language, gender and ability
* Promoting children's awareness of their own culture and beliefs and those of other people of exploring religious and culture festivals
* Ensuring the differentiation of activities to include the needs of all children
* Working in partnership with key professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of the provisions
* Avoiding stereotypical images in equipment, resources and activities
* Ensuring that stereotypical statements are challenged
* Using positive non-discriminatory language with all children
* Value all children’s and staffs family background
* Supporting children with their learning and development of their home language and ensuring that children who have English as an additional language are well supported
* Ensuring any discriminatory language or practices is challenged appropriately
* Encourage children to contribute of their everyday life in the setting

**English as an Additional Language**

* Staff will value diversity and provide opportunities and support for children to develop and use their home language in their play and learning
* The setting will provide information in languages which reflect the needs of the local community for families who speak English as an additional language, Our practice will ensure they are fully included.
* Staff and children will use simple words and phrase in different languages to help welcome all

**Festivals**

Pegasus Childcare Centre strives to show respectful awareness of all the major events in the lives of the children and families in the setting and in our community as a whole and to welcome the diversity of backgrounds. In order for us to achieve this we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the setting the following way:

* Children will learn about a wide range of different faiths, religions, festivals through play, learning, exploring, books, special foods, stories, celebrations, songs, clothing  and more
* Children and families who celebrate at home festivals with which the rest of the setting may not be familiar with will be invited to share their festival with us, if they wish to do so.

**Staff training**

* All staff members are offered appropriate training. Training needs are assessed through regular review and appraisal. Policies are put into regular practice throughout the day
* The setting Senco will attend training around special educational needs and the code of practice
* Each staff member, volunteer, student will all have the equal opportunity to access training to support their professional development

**Inclusion**

* The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged
* Children will be supported to learn from the early age to value diversity in others and grow up making a positive contribution to society
* Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment as required to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities

**Staff will focus on each child’s individual learning, development and care needs by:**

* Removing or helping to overcome barriers for children where these already exist
* Being alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately involving other agencies as necessary
* stretching and challenging all children
* Our setting follows the SEN code of practice to ensure equality for every child regardless of any additional needs
* The setting has designated person(s) for inclusion, this person(s) is/are - Paige Shackleton and Emma Thornalley
* As an ongoing practice we will look at and review our inclusion practice at staff meetings and give training where needed.

**Employment Statement**

* All posts will be advertised and applicants judged against specific and fair criteria
* Application will be welcomed from all backgrounds
* Pegasus Childcare Centre may use the exemption circumstances to Discrimination Act 1986 where it is necessary in exceptional circumstances to enable the service to best meet the needs of the community
* Successful applicants will be subject to references and checks by the Criminal Records Bureau
* Job description will include a commitment to equality and diversity as part of the specifications
* The recruitment process will be monitored to ensure that it meets the Equal Opportunities Policy

Pegasus Childcare Centre will appoint the best person for each job and will treat all fairly applicants for jobs and all those appointed. Commitment to implementing the centre’s equal opportunities policy will form part of the job description for all workers.

**Race Equality Statement**

* Pegasus Childcare Centre has due regard to eliminate unlawful racial discrimination
* We promote equality of opportunity and good relations between people of different racial groups
* We provide good opportunities for children from ethnic minorities and we wish individuals who access the setting to know that they will receive that same fair treatment and be cared for based on their individual needs.
* All individuals are entitled to equal rights and the same opportunities, regardless of racial group
* We expect everyone involved in the setting to seek to eliminate racism where it is identified
* We strive to ensure equal access to the setting
* We encourage, support and help all children and staff to achieve their full potential
* Our resources will reflect culture diversity

We will regularly review and monitor this policy and the practice of Pegasus Childcare Centre to ensure that we are fully implementing the policy for equality, diversity and inclusion

**Staff’s Equal Opportunities**

Each staff member will have the equal opportunity to express themselves in a professional standard, share their experiences, region and culture.

Each staff member will have the same amount of resources and development interests to help improve their job role.

***This Policy and Procedure has been adopted by Pegasus Childcare Centre***

**Signatures on behalf if the setting by:**

………… Machaela Heavens………………. ……. **Chairperson**

…………Paige Shackleton……………………. **Manager**

…………Emma Thornalley……………………. **Deputy Manager**

**Date of Implementation** - September 2017

**Date  Reviewed**- September 2019          **Date Reviewed and updated** - September 2021

**Date Reviewed** -April 2023                 **Date Reviewed** - ……………………