

## **ISLEHAM UNDER FIVES ASSOCIATION**

Isleham Pre – School is managed by an elected committee of parents. It is situated in the grounds of the local primary school in the village of Isleham. Children who attend the setting come from mixed socio economic backgrounds. They are drawn from Isleham and the surrounding villages.

### **Equal Opportunities Policy.**

- The trained equal opportunities person is Jennie O’ Sullivan.

The Pre-School Learning Alliance is committed to helping pre-schools provide equality of opportunity for all children and families. As a member of the alliance, Isleham pre-school works in accordance with all relevant legislation, including:

#### Legislation

- Disabled Persons Act 1958, 1986
- Race Relations Act 1976 & 2000
- Sex Discrimination Act 1986
- Children’s Act 1989
- Disability Discrimination Act 1996 and 2001
- Dfes Special Educational Needs Code of Practice.
- National Care Standards 2000
- Human Rights Act 1989

#### Policy Links

- Admissions
- Confidentiality
- Equipment and Resources
- Special Educational Needs
- Staffing and Employment

### **The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the pre-school will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

**Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children respect other people by avoiding stereotypes and by using images and words, which reflect positively the contribution of all members of society.

Spot check audits will be undertaken and recorded in the pre-school activities evaluations to assess how resources are being used and how children/adults respond to each other.

**Special Needs**

The pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

**Discriminatory Behaviour/ Remarks**

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the pre-school.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/ remarks will not be tolerated.

**Language**

Basic information, written and spoken will be clearly communicated in whichever form maybe necessary e.g. visual / hearing impaired, adults with learning difficulties, English as a second language.

Bilingual / multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the pre-school.

**Food**

Working in partnership with parents, children’s medical, cultural and dietary needs will be met.

**Meetings**

The pre-school will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the pre-school.

This policy was reviewed and adopted at a meeting of the pre-school held

on.....

Signed on behalf of the pre-school.....