Aldbourne Preschool

Back Lane, Aldbourne, Marlborough, Wiltshire SN8 2BP Telephone: 01672 541648
Email: aldournepreschool@gmail.com
Web: www.aldbournepreschool.com

**Policy: *Equal Opportunities***

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This policy has been drawn up by the staff of the Preschool, in consultation with the Owners and parents.

At Aldbourne Pre-school we believe all children need to feel valued and be free from discrimination. We are committed to equality and recognise that children’s attitudes towards others are established during the early years and this is learnt through their play. We work together with family members and staff to ensure all children have access to a full range of activities. We promote anti-discriminatory good practice by:

* Making children feel valued and good about themselves.
* Ensuring all children are included.
* Enabling children to share their experiences with each other and staff.
* Displaying a wide range of positive images and objects to reflect non-stereotypical roles, racial, cultural and religious diversity and disability.
* Using resources which reflect diversity such as books, dolls role play and equipment.
* Providing activities to help children appreciate and value each others’ similarities and differences.
* Treating children with individual and equal concern. For example, finding out about family customs and beliefs, dietary requirements, dress code, hair and skin care and help required with toilet and washing routines.

We are also committed to ensuring that Equal Opportunities apply to the employment and training of our staff. To do this we will:

* Appoint the best person for each job and treat fairly all applicants for jobs and all those appointed.
* Not reject any applicant on the grounds of age, gender, sexuality, class, means, disability, colour, ethnic origin, culture, religion or belief.
* Ensure Equal Opportunities forms part of the job description and staff induction program.
* Ensure staff are given access to appropriate training.