Equal Opportunities Policy

Policy created	01.09.2008	Version number	9.2
Last reviewed	01.11.2026	Next review date	01.11.2027

Plymtree Pre-school works in accordance with all relevant legislation, including

- Equality Act 2010
- Children Act 2004
- EYFS Statutory Framework 2026
- Children & Families Act 2014
- SEND Code of Practice 2015

We believe that the Pre-school's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with, our Pre-school have an equal chance to do so.

Admissions

We do not discriminate against any child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion, social background or disability. The Pre-school is open to every family in the community. There is not usually a waiting list due to small numbers of children. However, should a waiting list occur in the future, children would be accepted in order of birth, where staff: child ratios allow and in line with the Pre-school's Admission Policy.

Families joining the Pre-school are made aware of its Equal Opportunities Policy, which is regularly reviewed.

Employment

Any vacancies will be advertised and applications are welcome from all backgrounds. The Pre-school will appoint the best person for each job (subject to satisfactory references and DBS checks) and will treat fairly all applicants for jobs and all those appointed. We will monitor our application process to ensure it is fair and accessible.

Commitment to implementing the Pre-school's Equal Opportunities Policy will form part of the job description for all workers.

We will, where appropriate, ensure staff receive training on anti-discriminatory and intrusive practices.

Families

The Pre-school recognises that many different types of family group can and do successfully love and care for children. The Pre-school aims to offer support to all families. We encourage

children to contribute stories of their everyday life and similarly encourage their parents/carers to be actively involved in the life of the setting.

The Pre-school offers a flexible payment system for families with differing means.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the Pre-school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge all the festivals celebrated in our area and/or by the families involved in the Pre-school.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced, where appropriate, to the stories behind the festivals.
- Before introducing a festival with which the adults in the Pre-school are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the pre-school is not familiar will be invited to share their festival with the rest of the Pre-school, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

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 to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

Special Needs and Disabilities

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.

Planning for Pre-school meetings and events will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behaviour/Remarks

Any discriminatory language or remarks by children, parents, members of staff or any other adults are unacceptable in the Pre-school and will be dealt with in the strongest possible manner.

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 are hurtful and unacceptable and will not be tolerated. Where a member of staff is involved, action may be taken under our Disciplinary Policy.

Language

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual/multilingual children and adults are an asset to the whole Pre-school. 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.

The Chairperson must ensure that these policies are carried out correctly.

Document History

Date	Change details	Reviewed by
18/01/2010	Remove reference to Trio. Update list of acts with most recent versions	Shelley Robinson
09/02/2011	Reviewed	Jackie Crowe
06/03/2012	Reviewed	Jackie Crowe
02/03/2013	Removed three acts which have since been superseded by the	Rowan Pettitt

	Equality Act 2010 – this incorporates all three mentioned.	
21/04/2013	Changed 'Playgroup' to 'Pre-school'	Rowan Pettitt
18/9/13	Updated logo	Julie Pearce
01/04/14	Policy reviewed	Julie Pearce
03/02/2015	General anti-discriminatory statement added to Admissions. Employment: expansion of recruitment procedures; added reference to training. Families: children encouraged to share stories from home and parent to participate in life of Pre-school. Discriminatory Behaviour/Remarks: wording added regarding sanctions. Playgroup/group changed throughout to Pre-school.	Ellie Hibberd
03/12/2015	Early review – added 'and Disabilities' to Special Needs in line with SEND	Rowan Pettitt
03/08/2016	Policy review – no changes.	Rowan Pettitt
01/01/18	Policy reviewed – no changes.	Rowan Pettitt
02/10/18	Policy reviewed – 'make it clear that such recognise/remarks' amended to 'make it clear that such behaviour/remarks'	Donna Manser
01/10/19	Policy reviewed – no updates	Donna Manser
23/10/20	Policy reviewed – no updates	Anna Shelbourne
22/09/21	Policy reviewed – no updates	Anna Shelbourne
29/09/22	Policy reviewed – no update	Anna Shelbourne
01/09/23	Policy reviewed – no update	Charlotte Gibbins
01/09/24	Policy reviewed – no update	Charlotte Gibbins
01/10/25	Policy reviewed – no update	Clare Livingstone
01/11/26	Policy reviewed – added ref to EYFS Statutory Framework 2026, Children & Families Act 2014 & SEND Code of Practice 2015	Clare Livingstone