

Equal Opportunities Policy

In accordance with current legislation/regulations (Equality Act 2010) and as members of Early Years Wales (formally Wales PPA), Holt Under Fives Playgroup & Toddlers are fully committed to the active promotion of equality of opportunity for all children and families in the group.

Equal Opportunities does not mean treating everyone the same. This policy is intended to provide and maintain equality of opportunity for all children and parents/carers within the group and will reflect the needs of members and future members of the group by:

- **Advertising the group** – to ensure that everyone in the community has access to information about the group in a language appropriate to the community and the services provided meet the needs of the families living there.
- **Admissions** – the group will be open to every family in the community.
- **Employment** – The group will appoint the best person for the job with input from parents and staff and show a commitment to implementing the group's equal opportunities policy.
- **Staff** – Utilising appropriate language to explore, value and acknowledge similarities and differences between themselves and others. With awareness of the children's age and personal development, staff will assist in the children's learning about the impact of discriminatory remarks and behaviour.
- **Parents/Carers role in the group** – the group will encourage the involvement of parents/carers by making them welcome and respecting the differences in families, their language and culture and encouraging them to contribute in whatever way they can.
- **Children in the group** – Holt Under Fives aims to demonstrate through its work that it positively values and respects children of all ethnic origins/racial groups, religions, cultures, linguistic backgrounds and abilities. Children of both sexes are positively encouraged by staff to participate in all activities. A variety of celebrations from around the World are researched and incorporated into session planning.
- **Language** – we currently use English and Welsh with the children on a daily basis but should the need arise to familiarise ourselves with other languages, we are well placed within the community to seek help and advice from groups, individuals and organisations and this would be our priority on welcoming a child fluent in other languages.
- **Contributing to Sessions** – ensuring children's views are listened to, acted on and feedback given to children.
- **Care** – respecting the privacy of children when intimate care is being provided.
- **Resources** – the group will provide a range of experiences and an environment that will instil in the children a positive outlook towards people in our society whom they may see as different from themselves:
 - Toys and equipment will be chosen with the differing needs of children in mind.
 - Displays will show and reflect a positive image towards the world in which we live.
 - Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles there are in our society.

Date: Sept 2019
 Checked: Julie Suckley/Helen Jowett/Sarah Jones/Nicola Lautrete
 (Registered Person/Playgroup Leader/Playgroup Supervisor/Chairperson)
 Review Date: June 2020