



## Equal Opportunities Policy

Moulton Pre-school is committed to providing equality of opportunity for all children and families regardless of their race, culture, religion, language or ability. Children of both sexes are positively encouraged to participate in all activities. We positively welcome children and their families of all races, languages, beliefs and backgrounds and strive to provide all children with positive self-images and values and help them feel included, and will encourage all children to value and respect others.

Moulton Pre-school promotes positive recognition, understanding, knowledge and celebration of differences. Moulton Preschool works in accordance with relevant legislation.

Moulton Preschool believes that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our preschool have an equal chance to do so.

A commitment is made to working with parents and other agencies; Information about how the SEN Code of Practice is put into practice in the provision. Time will be made available when necessary for Lydia Metcalf who is the SENCO to have weekly 'non-contact' time given to fulfil this role.

Moulton Preschool will promote and value diversity and differences with all children and families equally, and ensure that the opportunities and activities in the learning environment are available to all children and their families.

All inappropriate attitudes and practices will be challenged by the supervisor in an appropriate way, and actions taken in accordance within the terms of the employers' contract.

- Toys and equipment are chosen with the differing needs of the children in mind.
- Displays will show and reflect a positive image towards the world in which we live.
- Books are chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles in society.
- Home corners will be changed regularly to show different cultures, races and the world around us.

We will, where possible, help children with disabilities to integrate into Moulton Pre-school and will support their learning. (See our Special needs policy and inclusion.)

### Staff

It is Moulton Pre-schools policy to positively value and respect people regardless of their gender, ethnic origins/racial groups, religions, cultures and linguistic backgrounds. Members of staff are employed because of their knowledge, qualifications and expertise and because they are considered to be the best person for the job.

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