



FOREST ROW COMMUNITY PRE-SCHOOL POLICY 7 EQUAL OPPORTUNITIES

Forest Row Community Pre-school is committed to providing equal opportunities for both children and adults. It is our aim to have regard for all relevant legislations:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children's Act 1989; and
- Special Educational Needs and Disability Act 2001.

Our pre-school is open to all children and their families from all sections of our community and surrounding areas. We base our admissions policy on a fair, open and communicable system. We believe each child and adult should be treated and respected as an individual irrespective of gender, race, religious belief, disability or social background.

We aim to promote a positive attitude throughout. These include issues relating to gender, race and ability. We will not accept discriminatory remarks or behaviour from anyone involved in our pre-school this includes staff, volunteers, committee members, children, parents and other carers.

The pre-school's planning takes into account each child's individuality and stages of development. We aim to extend the children's knowledge of other cultures, beliefs, languages, disabilities, celebrations and aim to provide resources and equipment that reflects this diversity. We encourage children to contribute stories of their everyday life in to the Pre-school. We encourage parents/carers to take part in the life of the Pre-school and to contribute fully. For families who have a first language other than English, we value the contribution their culture and language offers the Pre-school.

The resources available at pre-school will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multicultural society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Our provisions and room layout will be adapted where necessary to accommodate the different needs of the children and adults attending.

This pre-school aims to ensure that staff members are recruited, selected, trained and promoted on the basis of the occupational skill requirements. All staff applicants and employees will be treated with equal fairness and will not be treated less favourably on the grounds of age, gender, sexuality, family status, race, religion, cultural and national origin. Nor will they be discriminated against on the grounds of disability. We monitor our application process to ensure that it is fair and accessible.

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