



EQUAL OPPORTUNITIES POLICY

In accordance with Standard 16 NMS (2016): Equal Opportunities – All children are treated with equal concern and respect.

Through this Equal Opportunities Policy, Happitots and Tinytots intend to provide and maintain equality of opportunity for all the children and parents/carers, as well as the staff working within our group. Anti-discriminatory practice is promoted at the setting and all children and adults are treated with equal concern. The registered person complies with the relevant anti-discriminatory legislation and good practice is maintained in all areas, including admission, employment, training, access to resources and facilities.

Happitots has regard to the Equality Act 2010 and has a general duty to:

1. Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means
 - a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b. taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - c. encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Admission:

The group welcomes every family in the community.

1. Children need not attend every session.
2. The group will try to help the community and provide a flexible service to suit the majority of parents/carers.
3. The child's first language should be used if possible and assistance sought from the LEA and school if this is not possible and there is no-one with the knowledge of the child's first language.
4. Additional needs are not a barrier to joining the group.

Advertising the group:

The group will provide information into the community about the service that we provide. This will be achieved by informing local Health Visitors so they may pass information on to parents/carers. Information posters will be displayed in the local community and pay heed to the needs of the local community by employing a variety of languages. Publication in local magazines will occur at regular intervals.

Employment:

1. The group will appoint the best person for the job.
2. Commitment to implement the Equal Opportunity Policy will form part of the job description for all workers.
3. Advertisements will be placed externally in the local paper and job centre and internally on the notice board.

Training:

1. All staff will be offered training appropriate to their needs and in line with the planned development of the setting.
2. Support will be provided if necessary to allow staff to access the training required.
3. Staff are trained in techniques that support children with speech and language difficulties or with hearing impairment, so that all children are catered for equally and all needs can be met.
4. Most children with English as an additional language are supported by bilingual staff.

Resources:

1. All children, regardless of gender, language or ability will have the opportunity, and be encouraged, to use all toys and resources, and to access all activities.
2. Toys, resources and activities will promote positive and accurate images of our multicultural society.
3. Resources will avoid stereotypes of race, gender, disability or social background.

Facilities:

1. All children will be provided with equal access to facilities.
2. Ramps will be used as needed to enable equal access to all children and adults with mobility issues when using the setting.

Parent/carers' role in the group:

1. The group will encourage the involvement of parents/carers by making them welcome and by respecting the differences in families.
2. Their language and culture will be encouraged and may contribute to the group as and when appropriate.
3. All parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination and any discriminatory remark will be challenged.

Children in the group:

The group will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The children will be given the opportunity to learn to respect cultures, languages and celebrations other than their own. The children will be offered activities that give them the opportunity to explore, acknowledge and value similarities and differences between themselves and others. Any discriminatory remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour.

Please refer also to The Child Minding and Day Care (Wales) Regulations 2010 (Regulations 20, 27 and 28) and Wales Pre-School Providers Association Policies and Procedures.

Signed: **Wendi Terry** (Responsible Individual)

Date: November 2023

Review date: November 2024