

# **VALE PLAY**

## **Equal Opportunities Policy**

We are fully committed to the active promotion of equality of opportunity and anti-discrimination for all children and families in the club.

Equal Opportunities does not mean treating everyone the same. This policy is intended to provide and maintain equality of opportunity for all children and parent/carers within our childcare provision along side the current legislation and guidance, and will reflect the needs of members and future members of the Vale Play by; -

- Advertising the club.
- Admissions.
- Employment.
- Parents/carers role in the club.
- Children in the club.
- Resources.

### **Advertising**

We will ensure that everyone in the school has access to information about the club.

This will be done by informing the local Health Visitor about the club so the information can be passed on to the parents/carers. Information posters will be displayed in the local doctors' surgeries and Post Office, library, shop etc, in the language/s appropriate to the community, when possible. On the school's outdoor notice boards as well and the indoor notice boards. We also has a display board with lots of available information. We also have a section dedicated to the club on the school's website.

### **Admissions**

Our childcare provision will be open to every family in the school.

The individual needs of each child and family wishing to join Vale Play will be considered. Children need not attend every session, we cater for set booked session, ad hoc sessions and rota's where possible. The club will be flexible in providing sessions to suit the majority of parents/carers and children. The child's first language should be used, and the use of other languages will be encouraged, as appropriate.

## **Employment**

We will appoint the best person for the job. Commitment to understanding and implementing the Equal Opportunity policy will form part of the job description for all workers (and volunteers).

Advertisements will be in the language/s appropriate to the community, when possible. Advertisements will be placed externally on job websites, and internally on the notice board.

The existence of an Equal Opportunity Policy will be highlighted. It will be ensured, at interview, that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as individuals. Only questions relevant to the job will be asked. Each candidate will be asked, broadly, the same questions. A welcome and professional approach to interviews will be ensured.

All applicants will have copies of any relevant information.

Each candidate will be treated as an individual in compliance with current employment legislation.

## **Parents' Role**

We will encourage the involvement of parents/carers by making them welcome and by respecting the different families, their language and culture and by encouraging them to contribute in whatever way they can.

We will ensure all families have an equal opportunity involved in the running of the setting. The time and place of meetings will be considered to suit the members involved. Any information written or spoken, will be clearly communicated as appropriate. All parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination, and any discrimination remarks will be challenged.

## **Children in the Club**

Vale Play will ensure that all children are respected and the individuality and potential recognised, valued and nurtured. The needs of children in the community will be provided for, with special needs wherever possible.

The children will be given the opportunity to learn and respect cultures, languages and celebrations other than their own. Children growing up in all white areas need the opportunity to see they are part of a multi-racial society. The children will be offered activities to give them the opportunity to explore, acknowledge and value similarities and differences between themselves and others. Children with additional needs will be included. Any discriminatory remarks or behaviour will be challenged and children encouraged to understand the effect of any such remarks or behaviour.

Vale Play will take into account a child's religion and culture and any associated needs.

**Resources**

Books, posters and all resources will be checked regularly to ensure they positively accurately reflect a multi-racial society.

Boys and girls have the opportunity, and be encouraged, to use all activities.

Overall all children and adults will be treated with equal concern and the registered persons will comply with relevant anti-discriminatory legislation and good practice in all areas, including employment, training, admission to day care and access to the resources, activities and facilities available.