

BROADWAY+TOWERVIEW PLAYSCHOOL EQUAL OPPORTUNITIES POLICY

Staff with Responsibility = Becky Davis

Broadway+Towerview Playschool staff work in accordance with all relevant legislation including Disabled Persons Act 1958, 1986

Race Relations Act 1979

Sex Discrimination Act 1986

The Children's Act 1989

SENDA (special educational needs and disability Act) 2001

U.N. Convention on the rights of the Child 2002

With respect to Every Child Matters principles 2004

Children's Act 2004

Equality Act 2010

SENd Code of Practice 2014

The Playschool's activities are open to all children 2 - 5 and to all adults committed to their welfare [subject to enhanced CRB disclosure, employment history check and suitable person interview].

We aim to ensure that all who wish to work for, or volunteer in our playschool have equal opportunities to do so.

Playschool supports training and personal development of all staff and parents. Courses will be made available to all parents/carers and displayed on the notice board.

- ☺Playschool is open during term time to all families within the community.
- ☺Families joining the playschool read and agree to the policies.
- ☺Through our play facilities we aim to promote equal opportunities.
- ☺We aim to celebrate our culture and community.
- ☺Represent and respect the wider multi-cultural community.
- ☺Support non-sexist role models.

We welcome all adults and children and promote the integration of children with special needs, additional needs, disabilities and allergies into our playschool.

Our practice is inclusive and all children and adults will be treated with respect and their individuality and potential recognised, valued and nurtured.

We ensure positive attitudes to diversity & celebrate differences and are prepared to challenge inappropriate attitudes by reaffirming and modelling good practice. The Behaviour Policy and Complaints Policy can be used to reinforce these actions where necessary.

Transition items (toys /dressing up) are recognised as an important part of a child's attachment between home and setting and can be brought into playschool but must be shared or put on the side/in child's bag during the session – unless child needs item for comfort. This ensures inclusion and equality of opportunity for all our children.

Activities and use of play equipment is led by the children's interests and staff develop individual interests and opportunities in an environment free from prejudice and discrimination.

Appropriate opportunities will be given to each child to explore, acknowledge and value similarities and differences between themselves and others. Cultural, religious, SEN, medical and dietary needs will be met and appropriate support sort by the Manager where necessary.

Wherever possible, meetings involving parents will be scheduled to take into account of work schedules, children needs and disabilities.

Staff use observations, daily reflective discussions and planning forms to review, monitor and evaluate the effectiveness of our practice.

Regular newsletters, web site and online blog keep parents/carers informed of the activities the playschool is involved with, as well as regular daily conversations with staff within the setting. There are leaflets by the staff team about possible activities to try at home, available in the setting for parents to help themselves. Questionnaires will be used to establish parents/carers needs & opinions.

Review date 2017