

EQUAL OPPORTUNITIES STATEMENT

Amendment History

Revision	Author	Description of change	Date updated
1	Karen Walls	Amendment history added	May 2006
KASC policy	Carol Hooper	Adapted from adopted Kineton Playgroup policy	August 2006
2	CH/SM	Review only, no change required	June 2007
3	CH/SM	Merge KASC and Playgroup policies, update footer	May 2008
4	CH/ SM	Checked, no change required	October 2008
5	CH/AF	Replace 'committee' with 'board'	October 2009
6	CH/AF	Reference to recent acts. Reference to no alcohol at work	October 2010
7	CH/AF/ HS	Check ref to DDA	September 2011
8	CH/HS	Reviewed: no substantive change	November 2012
9	CH/KG	Separate Code of Conduct and form new policy – and add as appendix to Staff Handbook	September 2014
10	CH	Reviewed: no substantive change	October 2015
11	CH/SF	Split Equal Opportunities Policy into: Equal Opportunities Statement and Equal Opportunities in Employment	November 2016
12	CH & SF	Add reference to British Values and the Prevent agenda	February 2018
13	CH & SF	Reviewed: no substantive change	January 2020
14	CH	Update signature page	July 2022
15	CH, TH & XF	Reviewed: no substantive change	July 2023

EQUAL OPPORTUNITIES STATEMENT

In this policy 'Playgroup' includes Kineton Playgroup and KASC (after school and breakfast club)

Introduction

The board and staff are committed to equality of opportunity. We seek to maximise opportunities for all children and adults to realise their full potential, enabling and empowering them to contribute to the life of Playgroup and of the wider community. We seek to identify and minimise elements, whether overt or implicit, which could hinder good practice.

This statement outlines how these principles will be manifested in every aspect of Playgroup life. All other Playgroup policies include the principles in this document.

This statement concurs with the principles stated in UN Convention of the Rights of the Child 1989 and current legislation where responsibility is placed on the childcare providers to promote equality of opportunity and anti-discriminatory practice.

Aims

We aim:

- To ensure that all children, parents, carers, volunteers and members of staff are able to access the opportunities and activities provided at Playgroup and benefit from the appropriate learning opportunities offered irrespective of their race, cultural origin, gender, gender assignment, sexual orientation, academic ability, physical ability, age, disability, language or religion
- To identify and, through curriculum differentiation, support children in need of special provision according to our Special Needs Policy
- To ensure that values implicit in the Early Years Foundation Stage to celebrate and value what is good, beautiful or truthful in a variety of cultures.
- To ensure that the organisation and procedures at Playgroup positively affirm the right to equality of consideration and opportunity in all matters, including employment, access to training and volunteer recruitment
- To promote British Values
- To consider the Prevent Agenda
- At the same time, we will balance these aims with the responsibility to promote children's welfare and prevent extremism

Management, Organisation and Planning

Each member of staff has responsibility for implementing Playgroup's Equal Opportunities Statement so that each child's entitlement to a broad and

balanced experience is upheld. Support methods and session organisation will aim to achieve maximum inclusion.

Resources

Resources used within Playgroup should reflect the aims of the Equal Opportunities Statement and should be:

- As free as possible from bias and stereotyping
- Chosen to provide a wide variety of positive images about a range of lifestyles
- Chosen to ensure learning and play is accessible to all children
- Chosen to ensure equal access by all children