



**For the benefit of this policy Laira Green Trust – which is the governing body of Greenshoots Pre-school and Wraparound care is hereafter referred to as Greenshoots**

## **Equal Opportunities Policy**

Greenshoots is committed to providing equality of opportunity for all children and families and will take positive action to eliminate discrimination in all areas of their work. Greenshoots works in accordance with the Equalities Act 2010.

Greenshoots believe that the group's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help within Greenshoots have an equal chance to do so.

### **Admissions**

Greenshoots is open to every family in the community. Accepting children from the waiting list, according to their age and with priority given to those who have siblings already attending Greenshoots sessions.

Families joining Greenshoots are made aware of its equal opportunities policy, which is regularly reviewed.

All children will be included, valued and supported, and reasonable adjustments will be made for them where appropriate. Information on children is collected during the registration process and each child will have a key person who works with the child and their family to ensure the needs of each individual child are met.

Greenshoots has a separate Admissions Policy which should be read alongside this section.

### **Employment**

Any vacancies will be advertised. Laira Green Trust will appoint the best person for each position and will treat all applicants for positions fairly and all those appointed fairly. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

Commitment to implementing Greenshoots Equal Opportunities Policy will form part of the job description for all workers.

Greenshoots is committed to ongoing staff development and training in all aspects. Therefore all staff will be given equal opportunities to maintain their professional development by seeking out and offering local and national based training courses.

Greenshoots has a separate Safer Recruitment Policy which should be read alongside this section.

## **Families**

Greenshoots recognises that there are many different types of family groups which can, and do, successfully provide love and care for children. Greenshoots aims to offer support to all families.

Greenshoots offers a flexible payment system for families with differing means.

## **Festivals and Religions**

Our aim is to show respectful awareness of all the major events in the lives of the children and families within Greenshoots, and in our society as a whole and welcomes the diversity of backgrounds from which they come, without indoctrination in any specific faith.

In order to achieve this:

- Greenshoots aim to acknowledge all the festivals and religions that are celebrated in our area and/or by the families involved with our setting.
- Children will be made aware of all festivals and religions which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival or religion with which the staff members of Greenshoots are not themselves familiar with, they will familiarise themselves with that event or faith.
- Children and families who celebrate at home festivals or events which the rest of Greenshoots are not familiar with, will be invited to share their traditions / celebrations with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals and religious celebrations together with the stories, special food and clothing they involve, as part of the diversity of life.

## **The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within Greenshoots will ensure that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to learn from them.

Appropriate opportunities will be given to all children to explore, acknowledge and value similarities and differences between themselves and others.

Token gestures will be avoided and equality will be fully integrated into the provision and throughout Greenshoots.

## **Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society.

Materials will be selected to help children to develop their self-respect and to respect other people by using images and words that reflect positively the contribution of all members of society.

### **Special Educational Needs**

Greenshoots recognises that children have a wide range of needs which differ from time to time, and will consider what role staff can play in meeting these needs as they arise.

Planning for meetings and events will take into account the needs of people with special educational needs and disabilities.

Greenshoots has a separate Special Educational Needs and Disabilities (SEND) Policy which should be read alongside this section.

### **Discriminatory Behaviour / Remarks**

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable within Greenshoots.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour / remarks will not be tolerated.

The Equalities Act 2010 underpins equality for young disabled children. Greenshoots will make reasonable adjustments to prevent disabled children from being at a substantial disadvantage. Greenshoots will not treat a disabled child less favourably than a child without a disability, without justification.

### **Food**

Medical, dietary and cultural needs will be met. We help children learn about a range of food, cultural approaches to mealtimes and eating to respect the differences amongst them.

### **Language**

Basic information, written or spoken will be clearly communicated in as many languages as are necessary and possible.

Bilingual / multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected within Greenshoots.

Greenshoots will aim to access an interpreter and ensure information is translated into the families home language.

## **British Values**

Greenshoots recognises that the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are implicitly embedded in the 2017 Early Years Foundation Stage.

Greenshoots will encourage children to know their views count, value each other's views and values and talk about their feelings.

Greenshoots will support the decisions that children make and provide activities that involve turn taking, sharing and collaboration. Children will be given opportunities to develop enquiring minds in an atmosphere where questions are valued.

Children will be encouraged to develop a positive sense of themselves through the provision of opportunities to develop their self-knowledge, self-esteem and build confidence. Greenshoots staff will also provide experience that enable children to explore the language around feelings and reflect on their different opinions.

Greenshoots will create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and the children are engaged with the wider community.

[Foundation years website \(British Values document\)](#)

## **Meetings**

The pre-school will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have any equal opportunity to be involved and informed about Greenshoots.

## **Advice from Outside Agencies:**

The Gateway can support Greenshoots with information and links to resources for children from black, minority or ethnic groups and those with English as an additional language.

This policy was adopted on :

Signed on behalf of Laira Green Trust - Greenshoots Pre-school and Wraparound Care –

Chairperson, Laira Green Trust :

Greenshoots Manager (Strategy and Support) :