

Policy 9 Equal Opportunities

All staff at YABC are fully committed to an Equal Opportunity Policy, under the mandate of the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disabled Persons Act 1986 and the Equal Pay Act 1970.

Everyone will be made welcome at the provision. A conscious effort will be made by staff to develop positive self-identity for all children of the centre, and to promote the encouragement and support of those children to value and respect all cultures and racial groups.

It is the policy of YABC not to discriminate, whether directly or indirectly, in their treatment of any persons on the grounds of gender, race, colour, disability, religion, marital status or for financial reasons. The Supervisor/Manager will liaise with parents/carers and other professional bodies, where necessary, in order to make a decision to offer a free child place. This decision will be based on best practice for the provision and will not incur extra staffing costs. This policy applies to all people, whether using or working within the facility i.e. staff, children, parent/carers. Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable.

We offer equality and choice for all. We will encourage multi-cultural activities and explore their many religious festivals. Activities will be differentiated to include the needs of all children. No child will be stereotyped and all toys, games, activities etc. will be available to everyone regardless of gender. Stereotypical statements will be challenged. Play materials and activities provided will demonstrate diversity of background and ability, and help to develop positive attitudes to differences of race, culture, language, gender or ability.

At YABC we aim to develop children's positive self-esteem and the esteem of others. Staff will be expected to set a good example by treating one another and the children with respect.

Staff will be offered training to deal with specific additional special needs of children as they arise.

We will continue to review and monitor our policy in order to achieve maximum effectiveness.

