

EQUAL OPPORTUNITIES POLICY

RATIONALE

Managers and staff recognise value and promote the equality of opportunity within the early years setting.

AIM

The aim of Killermont Primary Nursery Class is to take positive steps to ensure that pupils, parents and staff are treated equally, with respect and in a fair and just manner.

OUTCOMES

- Staff are provided with national/ local policies/guidelines related to Equal Opportunities.
- Children must be treated fairly and with respect regardless of gender, race, religious persuasion or disability.
- The Early Years Centre promotes the positive value of a multi-ethnic society.
- The Early Years Staff must provide a good example of positive attitudes to equal opportunity in their dealings with colleagues, pupils and parents.
- Resources are available appropriate to the age and development of the children which develop curricular work on gender, race and disability.

ROLES AND RESPONSIBILITIES:

Senior Staff

EDC

- EDC provide policy/guidelines on equal opportunities

HEAD OF CENTRE

- Head of centre will have overall responsibility for the implementation of the equal opportunity policy.

Staff

- Staff must be aware of and adhere to the centre's EOP.
- Staff must encourage parents to support the centre's EOP.

RESOURCES

CROSS-REFERENCES:

The Child at the Centre	5.2
National Care Standards	8.1

In our centre responsibility for implementing this policy is:	
First Draft	Date: November 2003
Consultation with Early Years Community	Date: November 2003
The policy was created on:	Date: 8 December 2003
The policy was reviewed on:	Date: 8.3.18
Due for review on (not more than 3 years):	Date: 2020/21