



Equal Opportunities Policy.

Aim: The Ark will be open to all children and families, and to all adults committed to their education and care. Everyone who wishes to work in, or volunteer to help in The Ark will have an equal chance to do so. The Ark promotes and respects diversity in The Ark and the wider community.

Legislation

The Exwick Ark works in accordance with all relevant legislation;

- The Equality Act 2010
- IChildren's Act 1989 amended 2006
- Special Educational Needs and Disability Act 2001
- Special education and disability regulations 2014
- Human Rights Act 2001 gives special mention to children.

The Nine Protected Characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Named member of staff

Our setting SENDCO is responsible for ensuring our equal opportunities policy is complied with. She keeps up to date with new legislation and research and cascades it to other staff and volunteers.

Training

All members of staff receive equality and diversity training as part of their induction process. Further training is provided when a need is identified. All staff, volunteers and parents have access to training in awareness of equality and diversity.

Admissions

The Ark is open to every family in the community. We will never discriminate against anyone because of age, disability, gender reassignment, marriage or civil partnership, race, religion, belief, sex or sexual orientation.



Our waiting list is not operated on a first come first served basis, but on the age of the child.

Families joining our setting are made aware of our equal opportunities policy.

Employment.

Advertisements for job vacancies within The Exwick Ark will state that we are an equal opportunities employer and are keen to accept applications from all sections of the community. Advertisements will be placed where all sections of our community will see them. We will never discriminate against anyone because of age, disability, gender reassignment, marriage or civil partnership, pregnancy, race, religion or belief, sex or sexual orientation; all employees will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be based on the basis of aptitude and ability

The Exwick Ark will appoint the best person for each job and will treat all applicants and those appointed fairly.

The Staff are important role models for the children, so we aim to employ a team who represent all sections of the community and who recognise the importance of equal opportunities for all.

Commitment to implementing our equal opportunities policy will form part of the job description for all workers.

As the Exwick Ark has underlying Christian values in the way it is run and in parts of the curriculum all staff will need to be sympathetic and be prepared to support this.

The curriculum.

Appropriate opportunities are given for children to explore, acknowledge and value similarities and differences between themselves and others. The “People and communities” aspect of learning from the Early Years Foundation Stage guidance will provide opportunities for children to listen to bible stories, sing bible based songs and learn about Christian beliefs as well as learn about the cultures and beliefs of other people. . All children will be respected and their individuality and potential recognised, valued and nurtured. Other cultures are woven into the emerging planning cycle as appropriate.

Resources.

All resources will be chosen to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people. Activities and the use of play equipment offer children the opportunity to develop in an environment free from prejudice and discrimination.



Our resources will enable children to use equipment with which they are familiar in their own homes as well as introduce them to new items. Particular care and attention will be given to our role play areas to make sure that children experience situations which are familiar to them.

Special needs.

We recognise the wide range of special needs of children and families in the community, and will make reasonable alterations to our policies, procedures and working environment in order to meet these needs.

Planning for meetings and events will take into account the needs of people with disabilities. Reasonable changes will ensure that the DDA is complied with.

Discriminatory behaviour/remarks.

Discriminatory behaviour or remarks by any child, parent or other adult in the setting will not be tolerated and will be challenged as they happen.

The response to such behaviour or remarks will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

An incident form will record any incident and its outcome.

English as a foreign language.

Bilingual and multi lingual children are an asset. They will be valued and their languages recognised and respected. (see EAL policy)

Food

Religious and cultural dietary needs will be met within the Ark. We aim to offer foods from a range of different cultures so that all children are given the opportunity to have foods which are familiar to them and also to try new tastes.

Meetings

Meetings are arranged at times and places which ensure that no groups are regularly excluded.

Signed: