

EQUAL OPPORTUNITIES POLICY

RATIONALE

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

AIM

The aim of Cleddens Early Learning & Childcare Centre is to take positive steps to ensure that pupils, parents, and staff are treated equally, with respect and in a fair 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 promoted 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 and adhere to the centre's EOP.
- Staff must encourage parents to support the centre's EOP.

EQUAL OPPORTUNITIES POLICY

CROSS REFERENCES:

Pre-Birth to Three	Respect
Curriculum for Excellence	HWB 0-09A, 0-05A, RME 0-07A,0-04A,0-06A,0-03A, SOC 0.17A.
How Good Is Our Early Learning Childcare	3.1 Ensuring wellbeing equality and inclusion.
National Care Standards	8.1

PRE-BIRTH TO THREE

RESPECT

The importance of the right of the child. Respecting children as individuals.

CURRICULUM FOR EXCELLENCE

HEALTH AND WELLBEING

0-05A	I know that friendships, caring, sharing, fairness, equality and love are important in building positive relationships. As I develop and value relationships, I care and show respect for myself and others.
0-09A	As I explore the rights to which I and others are entitled, I am able to exercise these rights appropriately and accept the responsibilities that go with them. I show respect for the rights of others.

RELIGIOUS AND MORAL SCIENCES

0-03A	I am becoming aware of the importance of celebrations, festivals and customs in Christian people's lives.
0-04A	As I explore stories, images, music and poems, I am becoming familiar with the beliefs of the world religions I am learning about.
0-06A	I am becoming aware of the importance of celebrations, festivals and customs in religious people's lives.
0-07A	I am developing respect for others and my understanding of their beliefs and values.

SOCIAL STUDIES AND TECHNOLOGY

0-17A	I make decisions and take responsibility in my everyday experiences and play, showing consideration for others.
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HOW GOOD IS OUR EARLY LEARNING AND CHILDCARE

3.1 Ensuring wellbeing equality and inclusion.

CARE STANDARDS

A CARING ENVIRONMENT

Standard 7

In using the service, children, young people, parents and carers experience and environment of mutual respect, trust and open communication.

8.1	You can be confident that staff will make sure that all children & young people, parents, carers and the members of staff themselves are treated with respect and in a fair and just way, respecting the needs and characteristics of the individual.
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In our centre responsibility for implementing this policy is:	Staff/Children
First Draft	Date: December 2003
Consultation with Early Years Community	Date February 2004, Feb 2007, Feb 2010
Second Draft	Date: February 2004.
The Policy was created on:	Date: February 2004. Reviewed and updated Feb 2007, Feb 2010, April 2014, April 2017
Due for review on (not more than 3 years):	Date: April 2020