Name of Policy:	**Equal Opportunities/Inclusion**
Name of Setting:	**Busy Bee's Playgroup**
Overall Aim of Statement:	We believe that the group's activities should be open to all children families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our pre-school have equal chance to do so
Specific Objectives/ Statements and Procedures for how you will achieve each one:	1. Gail Callard is our nominated equal opportunities staff member. She will aim to attend regular training courses and feed information to all other staff. 2. As a member of the Pre-School Learning Alliance, we work in accordance with all relevant legislation, including • Disabled Persons act 1958,1986 • Race Relations Act 1976. • Sex Discrimination Act 1986 • Children's Act 1989 3. Employment • The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. • Commitment to implementing the group's inclusion policy will form part of the job description for all workers. 4. Families • The pre-school recognises that many different types of families successfully love and care for children. • The pre-school offers flexible payment systems for families with differing means 5. Beliefs and Faiths • We aim to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and society as a whole, and to welcome the diversity of the backgrounds from which they come. • Without indoctrination in any specific faith children will be made aware of festivals celebrated by their own families or others, and where appropriate to the stories behind the festivals. Our admissions form asks parents about the faith of their family. • Before introducing a festival with which the adults in the pre-school are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one. • Children and families who celebrate at home festivals with which the rest of the pre-school is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.

	• Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life. • Busy Bees celebrate various festivals for example Chinese New year and Diwali. If this is not appropriate to your beliefs please advise the playgroup leader in complete confidence. 6. Teaching and Learning Styles • 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. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. • Materials will be selected to help children to develop their self respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people. 7. Special needs • The playgroup recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. • Planning for playgroup meetings and events will take into account the needs of people with disabilities. • Medical, cultural and dietary needs will be met. • The time place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the pre-school. 8. Language • Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual children are an asset, they will be valued and their languages recognised and respected in the playgroup setting.
Useful websites	www.acas.org.uk www.everychildmatters.gov.uk www.ofsted.gov.uk www.equalityhumnrights.com
References to other relevant policies:	Links to recruitment and employment staff disciplinary procedures. Admissions Policy Food and Drink Policy Health and Safety Policy
Policy Monitoring and Evaluation Information:	Staff and Chairperson
Signature:	
Review Date and next review due date 2013	