



Equal Opportunities Policy

Penhill Playgroup is a community Playgroup committed to eliminating discrimination and encouraging diversity amongst the staff, children and their families. We take a no-tolerance approach to intimidation, bullying and harassment.

More information about equal opportunities can be obtained from the Equality and Human Rights Commission website www.equalityhumanrights.com or by contacting them on Tel. 0845 604 6610,

References:

Equality Act 2010, Children Act 1989, Children and Family Act 2014

At Penhill Playgroup:

- No child or family member will be excluded from membership of the group because of ethnicity, gender, class, religion, sexuality, marital status, age or disability.
- All applicants for jobs and those already employed, whether part-time, full, time, permanent or temporary will be treated fairly and with respect and not discriminated against on grounds of ethnicity, gender, class, religion, sexuality, marital status, age or disability. This includes volunteer workers, visitors and work placement students.
- We will monitor our recruitment and admissions procedures to ensure they promote equality.
- All employees will be helped and encouraged to develop their full potential and selection for promotion or training will be based on aptitude and ability, after making reasonable adjustments, where appropriate.
- We will show respect for the diversity of backgrounds of the members of the group, whether children or adults, family members or staff. Children will be given the opportunity to explore, acknowledge and value similarities and differences between themselves and others through sharing the use of resources and planned activities.
- Planning of events and activities will take into account individual children's additional medical, cultural, dietary or specific needs.
- All parents/carers are invited to be involved in the running of Penhill Playgroup, through our Management Committee. We value all parents' feedback, ideas and suggestions and welcome parents into Playgroup to share experiences, that help to further the children's knowledge and understanding of the world around them.

This policy was adopted at a meeting of the Playgroup held on

Signed on behalf of the Playgroup