

# Equal Opportunities

## **5.1 Equal Opportunities**

We promote the understanding of the differences between all people. Our aim is to eradicate any prejudice within Broad Town Pre-School.

Introduction of various races and cultures can be brought into play through toys e.g. multi-racial dolls and dressing up. Children of both genders should be positively encouraged to take part in all activities, games and toys. Diversity of religious practices, customs and festivals will be acknowledged.

Care should be taken to ensure activities are planned, which enable all children to take part and succeed, with support given at appropriate levels.

It is an offence to discriminate against any child on the grounds of race, colour, nationality, ethnic origin, gender, disability or religion.

All staff will be continually reviewing their working practice and relationships.

Broad Town Pre-School staff are committed to challenge any form of discrimination and report any incidents of this to the committee.

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to participate in equal opportunities training.

Broad Town Pre-School is an equal opportunities employer. All applicants for any position within Pre-School will be considered entirely on merit regardless of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age or sexual orientation.

At interview all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to discuss the reasons why they were not successful.