Equal Opportunities

Valuing Diversity and Promoting Equality

**5.1 Equal Opportunities**

Our setting is committed to valuing diversity equality or opportunity and anti-discriminatory practice for all children and families.

At Broad Town Pre-School we aim to provide;

* a secure environment in which all of our children can flourish and their contributions are valued.
* Include and value the contributions of all families to our understanding of equality and diversity.
* Provide positive non-stereotyping information about gender roles, diverse, ethnic and cultural groups and people with disabilities.
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and diversity.
* Make inclusion a thread that runs through all of the activities of the setting.

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 by who best meets the criteria, subject to references and checks by the Disclosure and Barring Service. Posts are open to all and we monitor our application process to ensure it is fair and accessible.

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.

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We welcome the diversity of family lifestyles and work with all families.