



## **Equal Opportunities Policy.**

**Aim: The Exwick Ark will be open to all children and families, and to all adults committed to their education and care. Everyone who wishes to work in, or volunteer to help in the Exwick Ark will have an equal chance to do so. The Exwick Ark promotes and respects diversity in the Exwick Ark and the wider community.**

### **Legislation**

The Exwick Ark works in accordance with all relevant legislation;

- Disabled Persons Act 1958,1986
- The disability discrimination Act 1995 and 2005
- Race Relations Act 1976 and race relations (amendment act) 2000
- Sex Discriminations Act 1986
- Children's Act 1989 amended 2006
- Age discrimination act 2006
- Equality Act (Sexual Orientation) Regulations 2007

Special Educational Needs and Disability Act 2001 SENDA

- Human Rights Act 2001 gives special mention to children.

### **Named member of staff**

Our SENCO Nicola Mudge is responsible for ensuring our equal opportunities policy is complied with. Nicola keeps up to date with new legislation and research and cascades it to other staff and volunteers.

### **Training**

All members of staff receive equality and diversity training as part of their induction process. Further training is provided when a need is identified. All staff, volunteers and parents have access to training in awareness of equality and diversity and courses are advertised in the Exwick Ark.

### **Admissions**

The Exwick Ark is open to every family in the community. We will never discriminate against anyone because of race, ethnic group, gender, ability, disability, age, status, sexuality, medical requirements, social or family commitments;

Our waiting list is not operated on a first come first served basis, but on the age of the child.

Families joining the Exwick Ark are made aware of our equal opportunities policy.

### **Employment.**

Advertisements for job vacancies within the Exwick Ark will state that we are an equal opportunities employer and are keen to accept applications from all sections of the community. Advertisements will be placed where all sections of our community will see them. We will never discriminate against anyone because of race, ethnic group, gender, ability, disability, age, status, sexuality, medical requirements, social or family commitments; all employees will be treated fairly and equally. Selection for



employment, promotion, training or any other benefit will be based on the basis of aptitude and ability

The Exwick Ark will appoint the best person for each job and will treat all applicants and those appointed fairly.

The Staff are important role models for the children so we aim to employ a team who represent all sections of the community and who recognise the importance of equal opportunities for all.

Commitment to implementing our equal opportunities policy will form part of the job description for all workers.

As the Exwick Ark has underlying Christian values in the way it is run and in parts of the curriculum all staff will need to be sympathetic and be prepared to support this.

### **The curriculum.**

Appropriate opportunities are given for children to explore, acknowledge and value similarities and differences between themselves and others. The communities aspect of learning from the Early Years Foundation Stage guidance will provide opportunities for children to listen to bible stories, sing bible based songs and learn about Christian beliefs as well as learn about the cultures and beliefs of other people. The Exwick Ark believes that all children are special and they all can develop an awareness of God even at a young age. All children will be respected and their individuality and potential recognised, valued and nurtured. Other cultures are woven into the emerging planning cycle as appropriate.

### **Resources.**

All resources will be chosen to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people. Activities and the use of play equipment offer children the opportunity to develop in an environment free from prejudice and discrimination.

Our resources will enable children to use equipment with which they are familiar in their own homes as well as introduce them to new items. Particular care and attention will be given to our role play areas to make sure that children experience situations which are familiar to them.

### **Special needs.**

The Exwick Ark recognises the wide range of special needs of children and families in the community, and will make reasonable alterations to our policies, procedures and working environment in order to meet these needs.

Planning for Exwick Ark meetings and events will take into account the needs of people with disabilities. Reasonable changes will ensure that the DDA is complied with through the Parish hall committee.



### **Discriminatory behaviour/remarks.**

Discriminatory behaviour or remarks by any child, parent or other adult in the Exwick Ark will not be tolerated and will be challenged as they happen.

The response to such behaviour or remarks will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

An incident form will record any incident and its outcome.

### **English as a foreign language.**

Bilingual and multi lingual children are an asset. They will be valued and their languages recognised and respected in the Exwick Ark.

Our English as a second language co-ordinator is Diana Philp. Diana keeps up to date with research and available resources in this area of our provision and provides support and training to all staff.

Diana ensure that written information about the Exwick Ark is offered in the home language of the families attending and a list of translators is kept to refer to.

All children and their carers are greeted in their home language at the start of the session.

Dual language books are provided to ensure children see their own language in written form. Welcome posters are displayed in the Exwick Ark using languages of the community. All children receive regular French lessons including fun activities, songs and stories.

We recognise that some children's first language is using hand signs eg Makaton and this form of communication is taught and used by staff and children. Sarah Emerton co-ordinates our use of hand signing.

### **Food**

Religious and cultural dietary needs will be met within the Exwick Ark. We aim to offer foods from a range of different cultures so that all children within the Exwick Ark are given the opportunity to have foods which are familiar to them and also to try new tastes.

### **Meetings**

Meetings are arranged at times and places which ensure that no groups are regularly excluded.

**Signed:**

**Date:**