

## **EQUAL OPPORTUNITIES STATEMENT POLICY**

Wingle-Tye recognises and welcomes all legislation and existing codes of practice produced by the appropriate Commissions for the promotion of equal opportunities for all.

The pre-school aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect Wingle-Tye will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race religion, colour, cultural or national origin of sexuality, which cannot be justified as being necessary for the safe and effective performance of their role.

Wingle-Tye and our staff are committed to:

- 1 encouraging positive role models, displayed through toys, imaginary play etc. that promote non-stereotyped images. Books will also be selected to promote such images of both men and women, boys and girls.
- 2 encouraging all children to join in all activities, i.e. dressing up, shop, home corner, dolls, climbing, bikes and all physical development activities.
- 3 regularly reviewing our child care practice to remove those practices which discriminate unfairly on the grounds of gender.
- 4 challenging any language where appropriate regarding pre-conceptions relating to gender and sexism.

Wingle-Tye welcomes everybody and will help each individual to fulfill their own potential.

Our aim is to show respectful awareness of all the major events and festivals in the lives of the children and families in the Pre-School and in our society as a whole and to welcome the diversity of backgrounds from which they come. If necessary our policies and procedures will be made available in the appropriate language. We display a wide range of positive images and resources to reflect non-stereotypical roles, racial, cultural and religious diversity and disabilities. All children will be made to feel valued by encouraging high self-esteem through appropriate praise.

Multi-cultural items of dress, cookware, foods and ideas would always be appreciated. The use of such items will greatly enhance a child's awareness and break down the social barriers through play.

At some stage your child may mix with others who have special needs as we try to integrate all members of the local society.