Abacus Pre-School Nursery Ltd., c/o The Bassett C of E Primary School, Memo a! Road, Fenny Compton, Southa
Warwickshire. CV47 2XU. Tel: 01295 771050
Limited Company Number: 07276939. Registered Charity Number: 1141234 admin@abacuspreschool.org.uk

EQUAL OPPORTUNITIES POLICY

We believe that at Abacus activities should be open to all children and their families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our pre-school have an equal chance to do so.

ADMISSIONS:

Abacus is open to every family in the community. If there are no places available, a child will be placed on the waiting list, but we will endeavour to offer that child a place as soon as one is available, preference will be given to children in their final year before starting full time education.

Families joining Abacus are made aware of the equal opportunities policy.

EMPLOYMENT:

Abacus will appoint the best person for each job and will treat fairly all applicants for jobs and those that have been appointed the final decision for staff appointments will fall to the Trustees.

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

FAMILIES:

Abacus recognises that many different types of family successfully love and care for their children and we respect this fully.

So that we can accommodate all families, we offer a flexible payment system for families with differing means.

FESTIVALS:

Abacus aims to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and our society as a whole, and to welcome the diversity of backgrounds from which they come from.

Our easy to understand approach to the many festivals we celebrate reflects in the work that the children do with their keyperson and their peer groups.

THE CURRICULUM:

All children will be respected and their individuality and their potential recognised, valued and nurtured. Activities and the use of the play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. We have easily accessible play equipment to suit all of the children attending and make full use of the school and its equipment to help in the settling in

We recognise the importance of the Early Years Foundation stage and follow this as our base line for developing all children.

RESOURCES:

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.
Positive images and selected materials will be used to help children to develop their self respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

SPECAIL EDUSATIONAL NEEDS:

Abacus recognises the wide range of special needs of children and families in the community, and we will consider what part it can play in meeting these needs.
Planning for pre-school meetings and events will take into account the needs of people with disabilities. We will access outside agencies in the development of our knowledge to provide suitable help and support for all children.
Should a child with special educational needs that require changing facilities i.e. toileting issues, arrangements will be made to accommodate that child, such as changing unit and disposal units.
If a child already at the pre-school develops the need to use changing facilities, arrangements will also be made to accommodate them.

DISCRIMINATORY BEHAVIOUR / REMARKS:

These are unacceptable in the pre-school.

The response will aim to be sensitive to the feelings of the victim/s and to help those responsible to understand and overcome their prejudices.

LANGUAGE:

Information, written and spoken, will be clearly communicated in as many languages as necessary.
Bilingual / multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the pre-school.

FOOD:

Medical, cultural and dietary needs will be met, closely observed and continually updated.

MEETINGS:

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the pre-school.

This policy will be reviewed annually

Signed _____ The Chair of Trustees

Date_____