

## **EQUAL OPPORTUNITIES POLICY**

*KEYfs provides equality of opportunity for all children, families and staff. We aim to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.*

*We work in accordance with legislation as defined in the Equality Act 2010.*

*We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work or volunteer to help with KEYfs have an equal chance to do so.*

### **ADMISSIONS**

*KEYfs is open to every family in the community. The waiting list is not operated on a first come, first served basis but on a system where the needs of an individual child or family are considered.*

*Families joining KEYfs are made aware of its Equal Opportunities Policy.*

### **EMPLOYMENT**

*KEYfs will appoint the best person for the job and will treat fairly all applicants for jobs and those appointed. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.*

### **FAMILIES**

*KEYfs recognises that many different types of family successfully love and care for children.*

*KEYfs offers a flexible payment system for families with differing means.*

### **FESTIVALS**

*Our aim is to show respectful awareness of all the major events in the lives of the children and families in KEYfs, and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in KEYfs:-*

- Without indoctrination in any faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.*
- Before introducing a festival with which the adults in KEYfs are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.*
- Children and families who celebrate festivals at home with which the rest of KEYfs is not familiar, will be invited to share their festival with the rest of the group, if they themselves wish to do so.*
- Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.*

**THE CURRICULUM**

*All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of 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.*

**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. Materials will be selected 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.*

**ADDITIONAL NEEDS**

*KEYfs recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs. Planning for events will take into account the needs of staff, parents or children with disabilities.*

**DISCRIMINATORY BEHAVIOUR/REMARKS**

*These are unacceptable in KEYfs. Staff responses to such behaviour/remarks will aim to be sensitive to the feelings of the victim(s) and to help those responsible, to understand and overcome their prejudices.*

**LANGUAGE**

*Bilingual/multilingual children and families are an asset. They will be valued and their languages recognised and respected by KEYfs. If English is not a family's first language every effort will be made to have all our policies, practices, admission forms and consent forms translated into an appropriate common language.*

**FOOD**

*Medical, cultural and dietary needs will be met.*

*This policy was adopted at a meeting of KEYfs held in October 2016. Reviewed Jan 2019  
Reviewed again Jan 2022*

*Signed on behalf of KEYfs:-*

.....  ..... Deb J Manns (Owl)