

LAMPHEY PLAYGROUP

EQUAL OPPORTUNITIES POLICY

Equal Opportunities does not mean treating everyone the same. This policy is intended to provide and maintain equality of opportunity for all children and parents/carers within the group and will reflect the needs of members of the group by:

Admission

The Lamphey Playgroup will be open to every family in the community. The individual needs of each child and family wishing to join will be considered. Children need not attend every session, and the group will be flexible in providing sessions to suit parents/carers and children. The child's first language should be used, and the use of other language will be encouraged, as appropriate.

Employment

The group will appoint the best person for the job. Commitment to implementing the group's Equal Opportunity Policy will form part of the job description for all workers. Advertisements will be placed externally through Pembrokeshire County Council and internally on the notice board.

The existence of an Equal Opportunity Policy will be highlighted. It will be ensured, at interview that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as individuals. Only questions relevant to the job will be asked. Each candidate will be asked, broadly, the same questions. All applicants will have copies of any relevant information. A welcome and professional approach to interviews will be ensured. Each candidate will be treated as an individual in compliance with current employment legislation.

Parent's Role in the Group

The group will encourage the involvement of parents/carers by making them welcome and respecting the differences in families, their language and culture and by encouraging them to contribute in whatever they can. The time and place of meetings will be considered to suit the members involved. Any information written or spoken will be clearly communicated as appropriate. All

parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination, and any discriminatory remarks will be challenged.

Children in the Group

The group will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The needs of children in the community will be provided for, including those with Additional Learning Needs wherever possible. The children will be given the opportunity to learn to respect cultures, language and celebrations other than their own. Children growing up in all white areas need the opportunity to see they are part of a multi-racial society.

The children will be offered activities to give them the opportunity to explore acknowledge and value similarities and differences between themselves and others. Children with Additional Learning Needs will be included in the group. Any discriminatory remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour. Boys and girls will have the opportunity and be encouraged to use all activities.

The legal framework for this policy is:

The Equalities Act 2010. Legislation to provide protection against discrimination for people who share the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex

9. Sexual Orientation

The UN Convention on The Rights of the Child (1991) states: “It is the States obligation to protect children from any form of discrimination and to take positive action to promote their rights.”

REVIEW DATE

Signed by

September 2026

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