

# **EQUAL OPPORTUNITIES POLICY and PROCEDURE**

As members of Wales PPA, we are fully committed to the active promotion of equality of opportunity for all children and adults involved in the provision.

The Equal Opportunity Policy and Procedure will be reviewed on an annual basis.

**Equal Opportunities mean everybody should be treated as an individual.**

This policy is intended to provide and maintain equality of opportunity for all children and adults involved in the provision and will reflect the needs of members and future members of the provision.

## **Admissions**

Ysgol Llandrillo Yn Rhos Day Care is open to every family in the community. Please refer to admissions policy for further details.

## **Children and Adults in the Provision**

Ysgol Llandrillo Yn Rhos Day Care will ensure all children and adults including those with special/additional needs are respected, valued, nurtured and their individuality and potential recognised.

All children and adults will be given the opportunity to understand they are part of a multi-racial society and to respect cultures, lifestyles, languages and religions other than their own. All children will be offered activities to give them the opportunity to explore, value, acknowledge similarities and differences between themselves and others. Any discriminatory remarks, behaviour or stereotyping will be challenged and children and adults will be encouraged to understand the effect of such.

The provision will encourage the involvement of all parents/carers, making them welcome and encourage them to contribute in whatever way they can.

Where appropriate the provision will ensure all families have an equal opportunity to be involved in the provision. Any meetings regarding the provision will be arranged to suit all adults involved.

## **Resources**

Books, posters and all resources will be checked regularly to ensure they positively and accurately reflect the diversity of society.

## **Employment**

The recruitment process will be in compliance with current employment legislation.

Advertisements will be placed externally and internally in the languages appropriate to the community where possible.

All applicants will have copies of any relevant information.

A welcoming and professional approach at interview will be ensured, each candidate will be asked the same questions relevant to the post which will include reference to equal opportunities.