

Greenbank Pre School

Equal Opportunities Policy



Greenbank Pre School

Edinburgh Greenbank Parish Church of Scotland
Braidburn Terrace
Edinburgh EH10 6ES

*SPPA Registration No: 0923
Charity No SCO11325*

Equal Opportunities

All children will have access to the Curriculum for Excellence, Building the Ambition, How Good Is Our Early Learning and Child Care?, experiences and outcomes on a fair and equal basis with an emphasis on meeting individual and group needs. Barriers to learning such as additional support needs, poverty (1 in 5), mental health and wellbeing, child protection issues, English as an additional language will be identified as early as possible using the GIRFEC tools and strategies. Early intervention is necessary to support all children regardless of religion, socio-economic background, gender/LGBT, ethnicity, disability, language and race to make progress in pre school and reach their full potential in an inclusive and nurturing environment.

Advertising the Group

The group will ensure that everyone in the community has access to information about the group through local avenues for advertising with information posters and fliers, through advertisement in local magazines and through the periodic display of a banner on the church wall. Information posters will be displayed in languages appropriate to the community when possible.

Information about Pre School is available on the Pre School website and through Greenbank Church. As most families hear of Greenbank pre School from other families, personal recommendation is also very important.

Admission

Greenbank Pre School has an admissions policy which upholds the principles of equal opportunities legislation.

Employment

Advertisements will be placed in appropriate places within the community, internally on notice boards and on the Pre School website.

Each applicant will receive all relevant information and will be treated as an individual in compliance with current employment legislation. The interview panel will treat all applicants for jobs fairly and the best person for each job will be appointed.

Only questions relevant to the job will be asked. Each candidate will be asked broadly the same questions. A welcoming and professional approach to interviews will be ensured.

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

Parents' Role in the Group

The group will encourage the involvement of parents and carers by making them welcome and by respecting the differences in families, their language and culture, and by encouraging them to contribute in whatever way they can.

Meetings

The time, place and manner in which meetings are conducted will ensure that all families are enabled to attend, contribute and have an equal opportunity to be involved in the running of the group.

Festivals

Greenbank Pre School is committed to demonstrating respectful awareness of all the major events 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. In order to achieve this, the Pre School aims to acknowledge all the festivals which are celebrated by the families involved in the group:

- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their families or others and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which parents/carers are not familiar, appropriate advice will be sought from people to whom the festival is familiar.
- Children and families who celebrate home festivals, with which the rest of the group is not familiar, will be invited to share their festival with the rest of the group, if they 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.

Language

Any information, written or spoken, will be clearly communicated in as many different languages as necessary.

Food

Medical, cultural and dietary requirements will be met.

Resources

The group will regularly check its books, posters and other resources to ensure that they reflect a multi-racial society, positively and accurately. Boys and girls will have the opportunity to use, and be actively encouraged to use, all activities.

Discriminatory Behaviour or Remarks

These are unacceptable within the Pre School. All parents, carers and staff will be encouraged to understand the effects of stereotyping and discrimination. Discriminatory remarks which are sexist, racist or which reinforce stereotypes will be challenged. The response will aim to be sensitive and supportive of the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

All staff and committee members will have a working knowledge of this policy.

Date of review: May 2018

Name: Joan Ritchie