



Clyro C.I.W. Primary School

Many hands build a house, many hearts build a school.



Our Values ...



EQUAL OPPORTUNITIES POLICY

NMS Regulation Standard 16

It is the policy of Clyro Pre School to be fully committed to the active promotion of equality of opportunity for all children and adults involved in our provision. It has been prepared to comply with the setting's obligations under the Equality Act 2010. Action on Disability, Anti-racist Wales Action plan, LGBTQ+ Action plan for Wales

(<http://wales.gov.uk/topics/equality/equalityactatwork/equalityact10/?lang=en>).

The points referred to in this policy are those covered by the Equality Act 2010, namely:

- Age
- Sex
- Race
- Disability
- Religion and belief
- Pregnancy and maternity
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership

Clyro Pre School is committed to prevent and eliminate any unlawful discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010 and the setting's ethos, behaviour policy and practice.

This policy should be read in conjunction with the following:

- Statement of purpose
- Sample contract and registration form
- Admissions, arrivals and collections (including failure), settling in and lost or missing child
- Parental involvement

- Medication
- Behaviour Management/Anti-bullying Policy
- Child protection Policy
- Additional Needs Policy

AIMS AND OBJECTIVES

- Operate an inclusive admissions policy.
- Recognise and celebrate individuality and the diversity of the community and to show appropriate respect for everyone.
- Recognise the potential of all children and adults who may work, use or visit Clyro Pre School
- Challenge discrimination, personal prejudice and stereotypical views on equality issues whenever they occur, this includes staff recruitment, employment, and training.
- To ensure that recruitment, employment, promotion and development opportunities are open to all.
- To seek to ensure that, wherever reasonably practicable, all children have equal access to resources, facilities and activities are arranged and available for use by children and their parents/carers.
- Provide opportunities for children to explore, value and acknowledge similarities and differences between themselves and others, and learn about the impact of discriminatory remarks and behaviour.
- Operate an effective participation policy.
- Clyro Pre School will continue to strive to prevent and eliminate all forms of racism and racial discrimination.
- Clyro Pre School intends, so far as is reasonable, to provide an environment which allows disabled children full access to all areas of the setting.

Clyro Pre School will take any allegations of discrimination very seriously and is committed to investigating them properly and fairly under its Complaints Procedure.

This policy was adopted on	Date: Dec 24
To be reviewed:	Date: Dec 25