

# Rickmansworth Children's Centre



## Equal Opportunities Policy (March 2010)

### Statement

We, at Rickmansworth Children's Centre, expect all adults and children to show respect for themselves and each other, thereby ensuring a happy, caring environment for all.

### Aims and Objectives

The main objective of the Children's Centre is to provide a safe place for babies and young children to learn, grow and develop into rounded individuals.

- We do not discriminate against anyone, regardless of age, sex, race, colour, religion, beliefs, nationality, ethnicity, disability or national origins.
- All discrimination will be challenged
- We aim to provide equality of opportunity
- We promote the principles of fairness and justice for all
- We aim to provide positive role models in our behaviour, attitudes and communication with others
- We encourage free thought and do not accept stereotypes

### Practice

- We endeavour to make the Children's Centre welcoming to all minority groups, and promote an understanding of different cultures.
- The Children's Centre follows guidance set out in the Disability Discrimination Act 1995, ensuring any user with a disability has the opportunity to access the Centre
- We make every effort to ensure that play equipment and any educational tools are multi-cultural and non-sexist, containing positive images of all groups.
- All staff will challenge any incidents of prejudice or racism and will report to the Centre Manager.

## **The Manager's role**

- It is the Manager's role to ensure the Equal Opportunities Policy is implemented
- It is the Manager's role to ensure all staff are aware of the Policy and that they apply the policy in all situations
- The Manager will treat all incidents of racial or unfair treatment of any kind with due seriousness
- The Manager will ensure all parents and carers are welcomed equally and given the same opportunities to gain information and attend groups

## **Monitoring**

It is the responsibility of the Lead Agency with the Centre Manager to monitor the effectiveness of this Equal Opportunities Policy by:

- Monitoring the users of the Centre to ensure the Policy is adhered to
- Monitoring the staff appointment process, to ensure no applicant is discriminated against
- Dealing with any complaints regarding equal opportunity issues from any Centre user effectively

Legislation relating to this policy:

- *Race Relations Act 1976*
- *Race relations (Amendment) Act 2000*
- *Sex Discrimination Act 1986*
- *Special Educational Needs and Disability Act 2001*
- *Children Act 2004*