

Beechwood Childcare Limited

Equal Opportunities Policy

Beechwood Childcare believes that no child, individual or family should be excluded from the group's activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture religion or belief. We aim to ensure that all who wish to work in or volunteer to help with our group have an equal chance to do so.

Admissions

Our group is open to every family in the community. Places are offered strictly on a first come first served basis.

Employment

We appoint the best person for each job and treat fairly all applicants for jobs and those eventually appointed. No applicant is rejected on any of the grounds identified above. Commitment to implementing the equal opportunities policy will form part of the job description for all workers. All staff have equal opportunities awareness training upon induction.

The Curriculum

All children will be respected and their individuality and potential recognised valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore acknowledge and value similarities and differences between themselves and others.

Resources

These are chosen to give children a balanced view of the world and an appreciation of our multi-cultural society. Materials are selected to help children develop their self-respect and respect for other people by avoiding stereotypes and derogatory pictures or messages about any group of people. Materials are selected to help children of all abilities to develop at their own pace and to reach their full potential.

Special Needs

The group recognises the wide range of special needs of children and families and is committed to catering for their individual needs.

Discriminatory Behaviour and Remarks

These are unacceptable in the group. The response will aim to be sensitive to the feelings of the victims and to help those responsible to understand and overcome their prejudices.

Food

Medical, cultural and dietary needs will be met.

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Responsible Person

The responsible person has the duty to monitor and assure the implementation of this policy. Any person having any concerns with this policy or its implementation, whether it be a member of staff, parent or guardian of a child attending or wishing to attend a Beechwood facility or any third party, should write to Janette Price at Beechwood Childcare Limited, 97 Beechwood Park Road, Solihull, B91 1EU or telephone 0121 430 3521.