

## BRANSTON PRE-SCHOOL CENTRE

### EQUAL OPPORTUNITIES POLICY

Branston Pre-School believes that no child, individual or family should be excluded from Pre-School 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 within our Pre-School have an equal chance to do so.

- Branston Pre-School is open to every family in the community, as explained in the Admissions Policy.
- Branston Pre-School will appoint the best person to each job and will fairly treat all applicants for jobs and all those appointed regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical or mental disability or offending background. Commitment to implementing Pre-School's Equal Opportunity Policy forms part of the job description for all workers.
- Applicants for jobs will be informed before any interview of the need for an Enhanced DBS check as part of a formal offer of a position in the Branston Pre-School.
- Any information in respect of a DBS Disclosure will only be seen by those who need to see it as part of the recruitment process.
- Branston Pre-School offers a flexible payment system for families with different means.
- All children are treated as individuals and each is given the chance to develop in their own way and own time. Opportunities are given for the children to learn and value similarities and differences between themselves and others.
- We try to offer activities, talks and books that give children a balanced view of the world.
- Branston Pre-School recognises the wide range of special needs of children and families in the community and endeavors to meet these needs as far as possible.
- We do not accept discriminatory behavior or remarks.
- Bilingual/multilingual children and adults are an asset to our group. We endeavor to communicate with them.

