

continued from Equal Opportunities .

All applicants will have copies of relevant information.

Each candidate will be treated as an individual in compliance with current employment legislation.

Parents' role in the group

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

The group will ensure that all families have an equal opportunity to be involved in the running of the group. The time and place of meeting will be considered to suit the members involved. Any information written or spoken will be clearly communicated as appropriate. All parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination and any discriminatory remark will be challenged.

Children in the group

The group will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The needs of the children in the community will be provided for, with special needs wherever possible.

The children will be given the opportunity to learn to respect cultures, languages and celebrations other than their own. Children in all-white areas need to see they are part of a multi-cultural society.

The children will be offered activities to give them the opportunity to explore, acknowledge and value the similarities and differences between themselves and others. Children with special needs will be included in the group. Any discriminatory remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour.

Resources

Books, posters and all resources will be checked regularly to ensure they positively and accurately reflect a multi-cultural society.

Boys and girls will have the opportunity and be encouraged to use all activities.