

**HIRADPUG PLAYGROUP**  
**POLICY PACK EQUAL**  
**OPPORTUNITIES POLICY**

As members of the Wales PPA we are fully committed to the active promotion of equality of opportunity for all children and families in the group.

Equal opportunities does not mean treating everyone the same. This policy is intended to provide and maintain equality of opportunity for all children and parents/carers within the group and will reflect the needs of members and future members of the group by ensuring that equal opportunities are maintained in the following areas:-

- advertising the group
- admissions
- employment
- parents/carers role in the group
- children in the group
- resources

**Advertising the Group**

The group will ensure that everyone in the community has access to information about the group. The local Health Visitor will be informed about the group so the information can be passed on to parent/carers. Information posters will be displayed in the local doctor's surgeries and post office shop, etc.

**Admissions**

The group will be open to every family in the community.

The individual needs of each child and family wishing to join will be considered; a 'first come first served' basis will not be adhered to rigidly. Children need not attend every session. The group will be flexible in providing sessions to suit the majority of parents/carers and children. The child's first language should be used, and the use of other languages will be encouraged as appropriate.

**Employment**

The group will appoint the best person for the job. Commitment to implementing the group's equal opportunity policy will form part of the job description of all workers. Advertisements will be in the language appropriate to the community, when possible. Advertisements will be placed externally in the job centre and internally on the notice board.

The existence of an equal opportunity policy will be highlighted. It will be ensured, at interview that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as individuals.

Only questions relevant to the job will be asked. Each candidate will be asked, broadly, the same questions. A welcome and professional approach to interviews will be ensured.