

Equal Opportunities Policy

It is the policy of Tir na nOg Preschool to recognise and respect the rights of all adults and children associated with the service, to develop an effective programme of action to promote equality of access and participation and eliminate discrimination on grounds of culture, race, gender, disability and social background in all of its procedures and practices.

Tir na nOg preschool will comply with all relevant legislation, including:

The Employment Equality Acts, 1998 and 2004

The Equal Status Acts, 2000 to 2004

- The childcare service is open to all families in the community
- The waiting list is operated as per our Enrolment Policy.

Families:

The childcare service recognises that:

- All families are encouraged to be involved in their children's early education, in whatever way is possible for them.
- The input of all families into decision making, etc., in the childcare service is valued equally.
- There are many different types of families.
- Children can be loved and cared for in different family settings.
- Families with different means will need a flexible payment system.

Meetings/Information:

- The time , place and tone of meetins must ensure that all families have an equal opportunity to attend and be involved.
- Information, spoken and written, will be communicated through as many methods as possible.

Cirriculum:

- Children are valued and supported to develop their strengths and interests.
- The individuality of each child is respected and nurtured.
- A wide range of activities and play equipment is provided in an environment free from prejudice and discrimination. These should present positive images of children and adults in society.
- Children are encouraged at all times to appreciate similarities and value differences.
- A range of materials should be chosen to reflect cultures, gender and ability difference
- Collaboration and cooperation among children and staff is supported.

Additional Needs:

- The Childcare Service recognises that all children have needs but some have more needs than others. The special needs of children are acknowledged.
- Every effort will be made to meet the needs of children and families using the service.
- Where appropriate every effort will be made to meet the medical needs of children.

Food & Festivals:

- Children and adults will be encouraged to experience a range of different festivals, for example through stories, celebrations, special food and clothing. Appropriate advice and input will be sought from people who celebrate the festival.
- Dietary and cultural needs of children and adults will be met.

Staff and Training:

- The childcare service will deal with all job applicants in a fair manner and follow correct procedures as set out in current Employment and Equality Legislation.
- In-service training will be provided for all staff and adults in the area of equal opportunities, in order to raise awareness of discriminatory actions or behaviours.
- Adults and children will be challenged and helped to understand that discriminatory actions and behaviour is not acceptable.