

## Equal Opportunities Policy

Our setting is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all the children and families, we as a nursery work in accordance with all the relevant legislation including;

- Children Act 1989, 2004 2014
- Childcare Act 2006
- Special Educational Needs, code of Practice 2001
- Equality Act 2010

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our nursery have an equal chance to do so. Families joining the nursery are made aware of its equal opportunities policy.

Dinky Dales Nursery Ltd is committed to providing a harmonious working environment in which employees are able to maximize their full potential and to contribute to business success, irrespective of their gender, race, disability, marital status, age, and sexual orientation.

**Employment** – The nursery will appoint the best person for each job and will treat fairly all applicants for the jobs and all those appointed, taking into account any individual disabilities and not discriminate against them. Posts are advertised and all applicants are judged against explicit and fair criteria. The applicant who best meets the criteria is offered the post, subject to references and satisfactory DBS check being completed. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers. Regular team meetings, one-to-one manager meetings are held to review, monitor and evaluate all nursery practices and exchange information. Managers have Safer Recruitment training to allow only 'suitable people' to be employed or volunteer in the nursery.

**Training** – We seek out training opportunities for staff to enable them to develop anti-discriminatory and inclusive practices, which benefit all children, parents and carers. We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

**Families** – The nursery recognizes that many different types of families (families with disabilities, mental health issues and learning difficulties) successfully love and care for children and are welcome and encouraged to join in. For families who speak other languages we will develop means to ensure their full inclusion. The nursery offers a flexible payment system e.g. monthly, termly, per session for families with differing needs. If families are unable to pay fees for any reason please speak to the manager, who will try to help the situation. Any discussions will be strictly confidential.

**Festivals** – Our aim is to show respectful awareness of all major events in the lives of children and families in the nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the nursery:

- ❖ Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- ❖ Before introducing a festival with which the adults in the nursery are not themselves familiar, appropriate advice will be sought from people to whom the festival is a familiar one.
- ❖ Children and families who celebrate at home festivals with which the rest of the nursery is not familiar will be invited to share their festival with the rest of the group, if they wish to do so.
- ❖ Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special, food and clothing they involve, as part of the diversity of life.

**The Curriculum** - All children will be respected and their individuality and potential recognized, valued and nurtured. Activities, books and the use of play equipment offer children opportunities to develop in

an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others, celebrating a wide range of festivals. It encourages children to empathize with others and to begin to develop the skills of critical thinking. This is important through individual play plans and evaluations following the EYFS framework. We ensure that the curriculum offered is inclusive of children with additional needs.

**Resources** - These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

**Additional/Individual Needs** - The nursery recognizes the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs. Planning for nursery meetings and events will take into account the needs of people with special needs. We aim to include and support any child / family with special needs within the nursery and are committed to working closely with them and other agencies – see special educational needs policy.

**Discriminatory Behaviour/Remarks** – These are unacceptable in the nursery. The response will aim to be sensitive to the feelings of the victim (s) and to help those responsible to understand and overcome their prejudices. All complaints about discrimination or harassment under the Equality Act 2010 are dealt with seriously and accordingly. If a person has made a complaint which is found to be untrue and maliciously conducted, consequences such as expulsion may occur.

**Language** – Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual / multilingual children and adults are an asset. They will be valued and their languages recognized and respected in the nursery.

**Food** – we work in partnership with parents to ensure that the medical, cultural and dietary needs will be met. We help children learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

**Meetings** – The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the nursery. The nursery managers have responsibility for ensuring adherence to this policy.