



EQUAL OPPORTUNITIES

STATEMENT OF INTENT

The Old Station Nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. Discrimination under age, sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this nursery. Should any person believe that this policy is not being totally complied with it is their duty to bring the matter to the attention of the Manager at the earliest opportunity.

The nursery and staff are committed to:

- ensure all parents are made aware of the equal opportunities policy
- ensure our admissions policy promotes equality for all children and families
- provide opportunities for parents/carers to contribute to their child's care and education
- encouraging positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls. Provide resources that demonstrate diversity and promote children's awareness of their own culture and beliefs of others.
- all children will be encouraged to join in activities, i.e. dressing up, shop, home-corner, dolls, climbing on large apparatus, bikes etc.
- regularly review child-care practice to ensure the policy is effective.
- rewarding positive behaviour.
- praising and encouraging a child to develop self-esteem.

The Old Station Nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work or training for the work.

SERVICE PROVISION

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place, taking in to account their individual circumstances and the ability of the nursery to provide the necessary standard of care.

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- listening to children and ensuring each child feels included, safe and valued and

respected

- ensure children have access to activities, resources and learning opportunities and differentiate activities to meet the needs of the children
- value the home background of all children

English as an additional language

1. staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in early play and learning
2. the setting will provide information in languages which reflect the needs of the local community. Our practice will ensure their full inclusion
3. staff will provide a range of meaning contexts in which children have opportunities to develop English

Inclusion

- the staff will ensure there are positive attitudes to diversity so that every child feels included and not disadvantaged
- children will be supported from the earliest age to value diversity in others and grow up making a positive contribution to society
- staff will work with parents/carers and other professionals to make reasonable adjustments to the environment as required by the DDA(Disability Discrimination Act) to accommodate and meet the needs of the child with learning difficulties and/or physical disabilities
- staff will focus on each child's learning, development and care and reflect on practice
- all children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability, will have the opportunity to experience a challenging and enjoyable programme of learning and development
- the Special Educational Needs co-ordinator.....
will adhere to the SEN Code of Practice (SEN POLICY)
- the designated person for Inclusion is
- the Manager, working closely with Room Leaders and parents and carers will review and monitor and evaluate the effectiveness of our inclusive practice. When sharing developmental records with the child's Key carer we will evaluate progression and assess how the child is accessing resources in all areas of learning. Advice and support from the local Early Years Service will be actioned to support the child so that they can reach their full potential

Training

1. staff will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity



2. the setting SENCO will attend training around special educational needs and the Code of Practice

We regularly review and monitor this policy and the practice of The Old Station Nursery to ensure that we are fully implementing the policy for equality, diversity and inclusion