

Equal Opportunities Policy

The aim of this policy is to help ensure that we promote the individuality of each child, irrespective of ethnicity, religion, attainment, age, disability, gender or background. At the setting we do not discriminate any child on the grounds of ethnicity, religion, attainment, age, disability, gender, eligibility to claim funding or background.

No person, child or adult should receive less favourable treatment on the grounds of the factors above.

- The settings environment seeks to remove all obstacles that might stand in the way of Equal Opportunities by:
 - Recognising each child is a unique individual.
 - Being committed to meeting the needs of all children within the setting
 - Providing lessons and activities that are to be made equally available to all children in all areas of the setting.
 - Celebrate individual and cultural diversity of the community and show respect for everyone.
 - To develop the children understanding of people and groups that they do not belong to.
 - Broadening children's awareness and acceptance of differences, through offering a wide range of positive information including books, videos, trips, visitors, costumes, artefacts, foods and discussions.
 - To respect all religious observances and respect the cultural and ethnic differences of all children and parents
 - Creating a respectful environment that the children can model
 - Each child has the right to positive self-expression and to be listened to.
 - Recognising good work regardless of academic achievement
 - Ensuring learning environment and all its facilities are rendered easily accessible to the children.
 - Having a respectful attitude to each and every child in the setting
 - Any discussions about attitudes and other Equal Opportunity issues are to be dealt with directly and in a manner appropriate to the age of the children.
 - Staff upholding the equal opportunities policy and where necessary access training.
 - Working in partnership with parents and other agencies.

The nursery refers to the following agencies, school policy and procedures for guidance

The EYFS Statutory Framework

The Race Relations Act 1976 (amended 2003)

The Sex Discrimination Act 1975

Disability Discrimination Act 2005

Equalities Act 2010

Further guidance can be obtained from the Equal Opportunities Commission.