

# **EQUAL OPPORTUNITIES POLICY**

## **GENERAL STATEMENT**

At Wonderland Day Nursery and The Den we recognise our responsibilities under the Race Relations Act, The Sex Discriminations Act and the Disability Discrimination Act to eliminate discrimination and to promote good relations between children, staff, parents and the local community. The promotion of equal opportunities is the responsibility of the whole Nursery and must be reflected throughout the organisation of the Nursery and the Club and is addressed in the curriculum and in areas beyond the curriculum.

## **AIMS AND OBJECTIVES**

Through the implementation of the equal opportunities policy we aim to:

- create an environment in which each individual feels valued, irrespective of ethnic origin, language, gender, ability or age;
- ensure equal access to all areas of the curriculum for all the children in our care;
- promote the belief that all can and should achieve to their highest potential in all areas of the taught and "hidden" curriculum;
- provide materials to promote learning that are appropriate and reflect diversity

## **GENERAL PRINCIPLES**

Statements of Equal Opportunities will appear in all relevant Nursery and Club documentation and equality of opportunity will be included in all Nursery and Club policies. We shall strive to provide training on equal opportunities issues for all staff.

All parents and guardians, regardless of ethnic background, disability, gender or socio-economic background are welcome and will be encouraged to participate as fully as possible in the life of the Nursery and the Club. We encourage the participation of all parents and guardians and have a commitment to keeping them as widely informed as possible about the Nursery and the Club.

All members of the Nursery/Club have a right not to experience behaviour, which ignores or offends anyone on the grounds of race, nationality, gender, sexual preference, ability, social background or age. We shall foster a positive atmosphere of mutual respect and trust among children and staff. We aim to create an environment in which all children, their families and staff feel safe and unthreatened.

Staff and other adults in the Nursery/Club should be seen to behave in a manner, which demonstrates mutual respect for one another. All are aware of the Nursery/Club policy on behaviour and should provide a good role model. Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively. All staff share the responsibility of ensuring that play encourage positive co-operative behaviour amongst children.

We encourage children to develop self-esteem, confidence and motivation in all areas of their lives, including their own learning, progress and development. Staff will seek to recognise and respond to individuals needs.

We shall be sensitive to and provide for cultural and religious requirements as a matter of course, e.g. dress, diet, events, etc. This information will be requested from Parent's when their child first starts attending either the Nursery or the Club.

## **PRINCIPLES RELATING TO THE CURRICULUM**

All children will be respected and their individuality and potential recognised, valued and nurtured.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. The Nursery Manager will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Our aim is to show respectful awareness of all major events in the lives of the children and families within the Nursery and the Club, and in our society as a whole, and welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge all the festivals, which are celebrated by the families in the Nursery and the Club.
- Children will be made aware of the festivals, which are being celebrated by their own families, and where appropriate will be introduced to the stories behind the festivals.
- Before introducing a festival with which staff are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

## **PRINCIPLES RELATING TO THE PERSONNEL**

The Nursery/Club will seek to implement equal opportunities in the recruitment, support and development of all staff. The Nursery Director will seek to ensure that its recruitment policy is fair and equal and does not discriminate on grounds of race, language, sex, disability, social behaviour, age or sexual orientation.

## **MONITORING AND EVALUATION**

It is the responsibility of all staff to monitor the success of the equal opportunities policy by ensuring that the equal opportunities issues raised within it are followed and supported.

Where monitoring identifies a matter of concern, appropriate action will be taken at senior management level to address the situation, after seeking appropriate consultation and advice.