

## **Equality of Opportunity Policy**

### **Valuing diversity and promoting equality**

#### **Statement of intent**

Our Nursery is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of the Nursery.

#### **Methods**

##### *Admissions*

The Nursery is open to all members of the community.

- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware that we have an equality of opportunity policy.
- We do not discriminate against a child or their family, or prevent entry to our Nursery, on the basis of a protected characteristic as defined by the Equalities Act (2010). These are:
  - disability;
  - race;
  - gender reassignment;
  - religion or belief;
  - sex;
  - sexual orientation;
  - age;

- pregnancy and maternity; and
  - marriage and civil partnership.
- We do not discriminate against a child with a disability or refuse a child entry to our Nursery for reason relating to disability.
- We will make reasonable adjustments so that people with disabilities can participate successfully in the services offered by the Nursery.
- We take action against any discriminatory behaviour.

### *Employment*

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses in relevant legislation to enable the Nursery to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions include a requirement for staff to follow Nursery policy statements at all times, including this policy.
- We endeavour to ensure that our application process is fair and accessible.

### *Training*

- We provide training for staff to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our training to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

### *Nursery Activities*

The Nursery encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- making children feel valued and good about themselves;

- ensuring that children have equality of access to learning;
- endeavouring to ensure that the Nursery is accessible to all children;
- making reasonable adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments;
- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
- positively reflecting the widest possible range of communities in the choice of resources;
- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- differentiating the activities to meet children's special educational needs;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the activities offered are inclusive of children with special educational needs and children with disabilities;
- ensuring that children learning English as an additional language have full access to the Nursery's activities and are supported in their learning.

Our Nursery is as accessible as possible for all visitors and Nursery users. If access to the Nursery is found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults.

#### *Valuing diversity in families*

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the Nursery.
- We encourage parents/carers to take part in the life of the Nursery and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion so far as possible.

#### *Food*

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

#### *Meetings*

- Meetings that involve families are arranged to ensure that all families who wish to may be involved in the running of the Nursery.
- Information about meetings is communicated in a variety of ways – written and verbal - to ensure that all parents have information about and access to the meetings.

#### *Monitoring and reviewing*

- To ensure our policies and procedures remain effective we will monitor and review them on an ongoing basis to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure and keep a written record of all complaints.

This policy was adopted at a Trustees meeting of Sevenoaks Day Nursery

Held on	<hr/>	(date)
Signed on behalf of the Trustees	<hr/>	
Name of signatory	<hr/>	
Role of signatory (e.g. Chair)	<hr/>	