

EQUAL OPPORTUNITY POLICY

POLICY STATEMENT:

The Nursery recognises and welcome's all legislation and existing codes of practice produced by the appropriate Commissions for the promotion of Equal Opportunities for all. This nursery aims to demonstrate through its work that it positively values and respects the child, parent, visitor or staff member and no person is unfavourably treated on the grounds of race, religious belief, culture, language, impairment, age, class, marital status or any other personal circumstances.

HOW POLICY WILL BE IMPLEMENTED (Specific Policies & Procedures):

- The Nursery will have up to date information regarding Equal Opportunities Legislation.
- The Nursery believes that no religion or culture is inherently superior to any other. It is the right of every user of the nursery (both adult and child) to be treated respectfully and as an equal. The Nursery does not tolerate racism in any form.
- We challenge discrimination where it may be perceived in a way the setting operates. This includes staff recruitment, employment and training.
- Equal Opportunity principles will be an integral part of the nursery's daily activities and routines. They will be provided with a range of multi cultural toys, stories and play equipment e.g. dolls, play food etc. which positively and accurately reflect the diverse society.
- Children will be given positive experiences which encourage equal opportunity. Activities will actively include opportunities for the children to experience diversity of culture, gender roles etc.
- Children are offered activities that give them opportunity to explore, value and acknowledge similarities and differences between themselves and others, learning about the impact of discriminatory remarks and behaviour.
- Menus will reflect the cultural backgrounds of families and the local community.
- As positive role models all staff will promote non-stereotypical images with the use of toys, books and imaginary play.
- All play and learning experiences will promote images of both men and women, boys and girls.
- There will be no stereotypical activities; all children will be encouraged to join in all activities i.e. dressing up, dolls, climbing and bikes etc.
- Our childcare practices will be regularly reviewed by the nursery manager so that any discriminative or unfair practices can be removed.
- We acknowledge that pre-conceptions relating to gender and sexism are abundant within language and we will challenge such language where appropriate.

- Staff will treat individual children and their families with respect. They will consider individual differences in language, attitudes, abilities and expectations.
- An annual calendar of celebrations for different religions can be used to celebrate festivals from different religions and cultures and activities made appropriate to the children's understanding and development e.g. Christmas, Diwali, Holi, Chinese New Year etc.

Equality and Inclusion Principles.

It is our aim to create an atmosphere where the children's religion or belief, disability or background are met.

We aim to encourage opportunities in our setting to ensure:

- High expectations of all children's behaviour and learning are expected regardless of race, gender, background, disability, religion or belief.
- Individual requirements are met.
- Individuals are responded to sensitively.
- Positive self-image and high self-esteem are encouraged.
- Staff encourage positive views about gender roles, ethnicity and disability.
- Stereotypes are challenged – themes and activities will be representative of children.
- Equipment and activities provide positive images of different religious, racial and cultural codes.
- Activities will be planned to promote cultural understanding by including similarities and differences and resources from a wide range of cultures.
- Discriminatory remarks and behaviour are challenged.
- Men and women depicted in non-traditional roles are encouraged through role play.
- Staff undertake regular training and attend updates.
- Multicultural and non-discriminatory experiences are offered and role modelled.

We aim to reflect the diversity of the society in which we live. Every child will be valued, respected and taught to respect others. We will endeavour to create an inclusive approach to its daily activities, admissions, contact with parents and all other business.

Inappropriate language or behaviour which can be offensive will be challenged.

Staff are encouraged to reflect on their own practice regularly to ensure they are not discriminating against any child, parent or colleague.

We will monitor, evaluate and review our equality and inclusion practice to ensure a high-quality service is provided.

Date Policy reviewed: 15.10.25

By: Natasha Adams and Emma Johns

Date of next review: October 2026