

Equal Opportunities Policy

Rise & Shine Day Nursery believes that the provision of equal opportunities is essential and intrinsic to its work and that of its partners in the delivery of high quality early years education and childcare. In our Nursery, all children are supported to develop to their full potential, we take positive action to identify and eliminate discrimination in all areas of our work with children and their families.

It is our responsibility to educate children to be aware of and to contribute to their society. We also provide equality access to available opportunities for all children and staff regardless of ability, age, creed, disability, ethnicity, gender or sexual orientation.

We believe that the group activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with, our Nursery have an equal chance to do so.

Rise & Shine Day Nursery works in accordance with all relevant legislation, including

- Disability Discrimination Act 1995
(as amended by the Special Educational Needs and Disability act 2000)
- Human Rights Act 1998
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1975
- Children Act 1989

Aims of the Policy

- To educate and develop all children in our care with an awareness of an increasingly diverse society;
- To encourage respect between individuals in the community by increasing their understanding of the groups to which each belong;
- To value other groups and to recognise the need for all to co-exist harmoniously;
- To ensure all children have full access to the whole foundation stage curriculum and all play and leisure opportunities;
- To ensure all members of our Nursery community feel valued.

Guidelines

- Our setting has in place an equal opportunities policy which is widely disseminated and regularly reviewed.
- The manager is the Equal Opportunities Coordinator with responsibility for establishing, revising and ensuring the implementation of the setting's Equal Opportunities Policy. She also monitors and evaluates its effectiveness;
- All members of staff are to be responsible for implementing the equal opportunities policies.

- All children and young people will be given full access to the whole foundation stage curriculum and all play and leisure opportunities.
- Equality issues are dealt with explicitly in a whole setting approach within topics and within subject areas as part of the teaching, learning and playwork processes;
- The setting promotes an ethos of mutual respect for all in the setting and the wider community.
- Children's best efforts are valued and staff motivate them through praise and encouragement. Individual children's achievements are recognised and rewarded, regardless of ability.
- All children are treated equally but not the same. Differences are celebrated;
- It is the responsibility of the Director, Nursery Manager, Deputy Leader and Key-workers to ensure that the curriculum meets the needs of all pupils through appropriate differentiation.
- Continuous assessment of each child's progress ensures that individual needs are clearly identified and information is available for the child, staff, the parents and any other interested party.
- Parents are regularly informed about their child's progress and are involved in decision making regarding behaviour management, addressing special needs and cultural issues.
- Parents are regularly informed about, and are given the opportunity to be involved in the development and delivery of the Early Years Foundation Stage

Admissions

The Nursery is open to every family in the community. The waiting list is operated managed on a first come first served basis according to children's date of birth.

Employment

- Any vacancies will be advertised. The Nursery will appoint the best person for each job and will treat all applicants fairly.
- Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Festivals

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

In order to achieve this:

- We aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the Nursery.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

- Before introducing a festival with which the adults in the Nursery are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the Nursery is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food etc, as part of the diversity of life.

The Early Years Foundation Stage Framework

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. Management of resources within the Nursery 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.

Resources

- These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.
- Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.
- Resources will be regularly reviewed and enhanced to reflect the setting's community and the wider communities in Luton, the UK and internationally;
- All resources and materials promote equal opportunity issues;
- Setting publications and promotional materials will be free of gender and 'race' bias.

Additional Needs

- The Nursery recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.
- Planning for Nursery meetings and events will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behaviour/Remarks

- Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Nursery. All discriminatory remarks will be challenged.

- Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated in the Nursery.

Language

- Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.
- Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.
- Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the Nursery.

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