

The Nursery on the Green Equal Opportunities Policy

Aims and Objectives

To take great care within the Nursery to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or child.

To ensure discrimination on the grounds of sex, race, religion, colour, creed marital status, ethnic or national origin, or political belief, has no place within this Nursery. That should any person believe that this policy is not being completely complied with; it is their duty to bring the matter to the attention of Anneli or Sarah at the earliest opportunity.

The Nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the Nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.

Operating Policy

The Nursery and staff are committed to:

- Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.
- Encouraging children to join in activities, i.e. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc.
- Regularly review childcare practice to ensure the policy is effective.
- We will acknowledge the high expectations which parents and carers have of their children, taking positive action when necessary to ensure that every child is given the opportunity to access the whole curriculum and achieve their full potential.
- Staff will discuss issues with children, their parents and carers and challenge stereotyped attitudes in a sensitive way. They will be particularly careful to use language which presents choice and positive images.
- Resources will be developed to support an equal opportunities curriculum. Where commercially produced posters and books are

unavailable we will produce our own materials to present a balanced perspective of cultures, gender and ability.

- We will celebrate festivals from all cultures as part of our normal practice. Parents will be invited to participate fully as a means of broadening cultural understanding.
- We will support children and families for whom English is an additional language, providing signs and materials in the appropriate heritage language as far as possible.
- We will value the language and culture of all members of the Nursery community and promote other cultures in a positive way, enlisting external support where necessary.
- All staff will monitor the overall curriculum provision in accordance with the S.E.N.D Policy.
- All racist incidents will be recorded by Anneli or Sarah in accordance with L.E.A. policy.

Service Provision

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of the Nursery to provide the necessary Standard of Care.

The Nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups. We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

Recruitment

The Nursery will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy. Application forms will not include questions which potentially discriminate against the grounds specified in the Statement of Intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. At interview all candidates will be asked the same questions, and members

of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to discuss the reasons why they were not successful.

Staff

All staff are expected to co-operate with the implantation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in the Statement of Intent.

All staff are expected to participate in equal opportunities training.

Training

The Nursery recognises the importance of training as a key factor in the implementation of an effective equal opportunity.

The Nursery will strive towards the provision of equal opportunity training for all staff.

Reviewed October 2018
Sam Foster