

Apple Tree Day Nursery Equal Opportunities Policy.

We believe that no child, individual or family should be excluded from the nursery and its activities on the grounds of age, gender, sexuality, class, family status, disability, colour, ethnic origin, culture, religion or belief. Our Admissions Policy outlines how we welcome children and their families into our setting.

We believe that all who wish to work, train or volunteer to help within our nursery have an equal chance to do so.

EMPLOYMENT.

All applications for employment within the setting will be treated fairly according to our Recruitment Policy and will be assessed against our person specification.

Paid staff, volunteers and students within the nursery will not be rejected on the grounds of age, gender, sexuality, class, family status, disability, colour, ethnic origin, culture, religion or belief.

The Equal Opportunities Policy will form part of the job description and induction process for all workers. All workers are expected to implement the policy during their time at the nursery. We have a named member of staff nominated to ensure that the policy is implemented appropriately and the Nursery Manager will take overall responsibility to ensure that this is happening.

Staff may be requested to undertake some training relating to Equal Opportunities.

THE CURRICULUM.

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

SPECIAL NEEDS.

Apple Tree Day Nursery recognises a wide range of special needs children and families in the community and will endeavour to meet the needs of individuals, by providing the appropriate resources and equipment, accessing the help of outside agencies and referring to the SEN Code of Practice. We will always consider the needs of individuals when planning meetings and events.

RESOURCES.

Resources will be chosen to give the children a wider view of the world and an appreciation of our multi-cultural society. We will help children develop their self respect and respect other people by avoiding stereo types, derogatory pictures or messages about any other group and providing posters, toys and equipment that portray positive images of individuals from a variety of backgrounds and with disabilities.

DISCRIMINATORY BEHAVIOUR/ REMARKS.

THESE ARE UNACCEPTABLE. The team will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Any discriminatory remarks will be recorded on an incident form and the Nursery Manager will be made aware of the incident.

MEDICAL, CULTURAL AND DIETARY NEEDS.

Apple Tree Day Nursery staff will endeavour to meet any medical, cultural and dietary needs. Parents/ Carers are requested to offer any relevant information during the registration and settling in of their child. This information is recorded on the child's Registration Form and kept in the Confidential Records File. A copy of their dietary requirements and allergies will also be passed to the child's key worker and displayed in the nursery food preparation areas. Parents will be requested to up date their child's details on a regular basis (formally every 3 months.)

CHILDREN AND FAMILIES WITH ENGLISH AS AN ADDITIONAL LANGUAGE.

Children and families accessing the nursery who have English as an additional language will be respected as all families are. Nursery staff will endeavour to display and use key words that will make them feel welcome and secure. The nursery will access advice and information from the local Ethnic Minority support groups in order to appreciate the different cultures and languages used by these families and encourage them to feel part of the group. Staff will encourage Parents/ Carers to take part in the nursery activities to promote their festivals and value their advice in celebrating them appropriately.

Our Policy has been drawn up with reference to information from the following;

- The Rehabilitation of Offenders Act 1974.
- Equal Pay Act 1970 and Sex Discrimination Act 1975.
- Race Relations Act 1976.
- The Disability Discrimination Act 1995.
- Human Rights Act 1998.
- Race Relations Act (Amendment) 2000.
- Children's Act 1989.
- Care Standards Act 2000.

EQUAL OPPORTUNITIES OFFICER; Helen Johnstone,

Reviewed and agreed on

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Next review date

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