



# Abbey Wood Grange Day Nursery

## Equal Opportunities Policy

Abbey Wood Grange Day Nursery works in accordance with all relevant legislation, Including:

- Disabled Persons Acts 1958, 1986 -
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children Act 1989
- Human Rights Act 1998
- The Employment Equality Age Regulations 2006

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. 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. We acknowledge the benefits of a mixed –age workforce and recognise children can learn about the importance of diversity.

We recognise...

- Each religion is unique and each individuals/families beliefs are important to them.
- The ethnic origins of staff, children and their families will be respected and reflected.
- Every persons cultural and linguistic background should be recognised and celebrated.
- Ability, we acknowledge children attending our nursery have individual strengths and weaknesses which staff will identify and support.
- Gender, all individuals entering our nursery will be treated equally and fairly regardless of their gender.
- Age, we value staff/parents/carers of all ages and recognise their different contributions are equally valuable.

Families joining the Nursery are made aware of its equal opportunities policy.

### **Employment**

The Nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

### **Families**

The Nursery recognises that many different types of family successfully love and care for children.

### **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 major 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 people to whom that festival is a familiar one.

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 be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

### **The Curriculum**

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. Appropriate opportunities will be given to children to explore,

acknowledge and value similarities and differences between themselves and others.

### **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 derogatory pictures or messages about any group of people.

### **Special needs**

The Nursery recognises the wide range of special needs of children and their families in the community, and will consider what part it can play in meeting these needs.

Planning for Nursery meetings and events will take into account the needs of people with disabilities.

### **Discriminatory behaviour/remarks**

These are unacceptable in the Nursery.

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

### **Food**

Medical, cultural and dietary needs will be met.

*Internal use only*

<b>Last updated/reviewed</b>	<b>Signed on behalf of the nursery</b>	<b>Date disseminated to staff</b>
<i>February 2014</i>		