

THE EQUAL OPPORTUNITIES POLICY

This equal opportunity policy should be applied to all personnel, trainees and our customers and particular note should be paid to the following when dealing with the children in the nursery.

SEXISM

All children should be encouraged to partake in all activities and should not be discriminated against because of their gender.

Educational materials, books and videos which display the traditional gender roles for male and female should be discouraged or adequately explained in the light of modern practice.

RACISM

Children should be made aware that different races exist and of their equal worth to our society. We provide ethnic toys and dolls from around the world and children are always encouraged to play with them and explore them. Displays and educational aids show a variety of racial types to the children.

CULTURE

All staff make efforts to learn and instruct the children about different cultural practices, clothing, diets etc. Displays and educational aids show a variety of clothing and ethnic artefacts to the children.

RELIGION

We celebrate some of the Christian festivals but also show through activities, projects theme work, displays or cooking how other religions are celebrated at the appropriate time of year especially when a child within our setting celebrates these. Parents' wishes regarding diet or activities will be respected as requested on the registration form provided on joining.

DISABILITY

All staff are expected to encourage the children to be aware of people with disabilities and not to discriminate against them in any way.

As far as possible facilities are provided to ensure all can participate in all activities in comfort and any special requests can be accommodated.

Educational materials, books etc. which highlight physical differences should be discouraged or explained in reference to the activity.

STAFF SEX

We will not discriminate in any way between the sexes, but we request discretion with personal sexual attitudes in our premises.

SPECIAL NEEDS

All personnel or customers will be treated on an individual basis. We will attempt to identify any of our personnel or customers who have special needs or require our assistance in any manner.

The children will be discouraged from singling out any individual who does not appear to conform to the group and awareness and understanding will always be encouraged.

It is important that our activities are directed to enable both the gifted child and the child with special needs to explore and learn about the multi cultural and multi racial society in which we live

This policy was reviewed on 12th June 2023

By: Emma Fowles (Operations Manager)