

## Equal Opportunity Policy and Procedure

**Objective:** To ensure we meet the individual needs of all children, treat children fairly regardless of race, religion or abilities. To uphold the nursery's ethos that all children and members of the staff should have equal opportunity to learn, develop and grow with dignity in a community of mutual respect.

**Policy:** To create an environment in which staff and children are provided with equal opportunities to learn and grow.

### **Procedure:**

- The Nursery ensures that all areas of the curriculum are suitably resourced in ways that reflect the range of cultures and that encourage children to respect each other's languages and background
- The hiring process ensures it is free of discrimination toward any race, religion or background and that individuals are hired on merit and after assessment in line with the organization's ethos
- Parents who experience problems with English language are offered support
- During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. Staff to ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. We explain why, talk things through and praise positive behaviour.
- Every effort is made to obtain suitable specialist equipment, aids or resources for children that do not have English as their first language
- We hold an interview with parents before their child starts at the Nursery to establish their concerns about their child's specific emotional, medical, cultural or religious needs. This is part of the admissions process. The parents' contribution is recorded and relayed to other members of staff at a relevant staff meeting
- We monitor activities on a regular basis to ensure that every child has freedom of choice, time for discovery, and support, when it is necessary
- For a child applying for a place in our setting with a known disability, medical or educational, their needs will be discussed with parents with an aim to establish positive partnership with parents, sharing information, entering into an agreement of needs and making any reasonable adjustments - which takes account of costs, available resources, health and safety of all other children