

## Equal Opportunities Policy

### 1. Aims and objectives

- 1.1. We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the Race Relations (Amendment) Act 2000 and covers both direct and indirect discrimination.
- 1.2. We promote the principles of fairness and justice for all through the care and education that we provide in our nursery.
- 1.3. We ensure that all children have equal access to the full range of care and educational opportunities provided by the nursery.
- 1.4. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6. We challenge stereotyping and prejudice whenever it occurs.
- 1.7. We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8. We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive care and educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

### 2. Anti-racism

- 2.1. It is the right of all children to receive the best care and education the nursery can provide, with access to all care and educational activities organised by the nursery. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.



- 2.2. We endeavour to make our nursery welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the nursery.
- 2.3. Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- 2.4. Should anyone at our nursery be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

### **3. The role of the Nursery manager**

- 3.1. It is the Nursery manager's role to implement the nursery's equal opportunities and anti-racist policy and s/he is supported by the company in so doing.
- 3.2. It is the Nursery manager's role to ensure that all staff are aware of the nursery policy on equal opportunities, and that staff apply these guidelines fairly in all situations.
- 3.3. The Nursery manager ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 3.4. The Nursery manager promotes respect for other people in all aspects of nursery life.
- 3.5. The Nursery manager treats all incidents of unfair treatment and any racist incidents with due seriousness.

### **4. The role of the nursery staff**

- 4.1. The nursery staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 4.2. When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- 4.3. All our nursery staff challenge any incidents of prejudice or racism. We record any serious incidents in the nursery log book, and draw them to the attention of the Nursery



manager.

## 5. Monitoring and review

- 5.1. It is the responsibility of our the Nursery manager to monitor the effectiveness of this Equal Opportunities policy. This is done by:
  - 5.1.1. monitoring the progress of children of minority groups and comparing it to the progress made by other pupils in the nursery;
  - 5.1.2. monitoring the staff appointment process, so that no-one applying for a post at this nursery is discriminated against;
  - 5.1.3. requiring the Nursery manager to report on an annual basis on the effectiveness of this policy;
  - 5.1.4. taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or children;
  - 5.1.5. monitoring the nursery behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

**19 May 2021**  
**Patricia Plater, Principal**

