



Equal Opportunities Policy

Little Star Nursery is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

We aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

Equal Opportunities Procedures

To realise our objective of creating an environment free from discrimination and welcoming to all, the nursery recognises:

- Each religion is unique and each individuals/ families beliefs are important to them
- The ethnic origins of the children and their families will be respected and reflected. These will be discussed during our home visit and we will work with families to share their held beliefs.
- Every persons cultural and linguistic background should be recognised and celebrated. For dual languages we will endeavour to incorporate the children's recognised language into daily routines and nursery life.
- Each child has individual strengths weaknesses which the staff will identify and support as necessary
- All individuals entering our nursery will be treated fairly and equally regardless of their gender or gender recognitions, either of the children or families.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not deny any child access to and enjoyment of the nursery's provision
- All children will be given the freedom to express themselves in the exact manner they choose, providing this behaviour does not upset, offend or threaten other children or members of staff
- Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others
- Any evidence of discriminatory behaviour or remarks will not be tolerated in the Nursery. They will be dealt with sensitively – both to the feelings of those to whom the behaviour has been directed and to the child exhibiting the behaviour. We will endeavour to help those responsible understand and overcome their prejudices.

We uphold the following legislation:

- The Equality Act 2010 incorporating the Disability Discrimination Act (DDA)
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1976, 1986
- Children Act 1989, 2004
- Childcare Act 2006
- Special Educational Needs and Disability Act 2001
- Education Act 1996
- Equal Pay Act 1970
- Disabled Persons Act 1958, 1986
- Human Rights Act 1998
- The Employment Equality Regulations 2006

We recognise and uphold the relevance and importance of the Black Lives Matters messages.

Families

We recognise that many different types of family successfully love and care for children. On registration we will provide an opportunity for the family to provide any information they wish to share with us that would support and aid our care for their children, such as religious or cultural beliefs or their family make up. We will ensure that the nursery's services, help and support extend to all families as required and that they are open and available to all parents/carers in the community.

Resources will be sourced that reflect different family make ups and practitioners will challenge and question both their own use of language and attitude towards different types of families, as well as ensuring children and their families are aware of, and accept that there can be many forms of loving and caring families.

All parents/carers will be treated with equal concern and value.

Festivals

Whilst we do operate out of the school rooms of the Methodist Chapel, we will not indoctrinate any specific faith and children will be made aware of festivals of all faiths and introduced where appropriate to the stories behind the festivals. Should you not wish your child to participate in any such celebration, please make your opinions known to the nursery's staff.

Children who do celebrate any festival at home 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 wish to do so.

Children will be encouraged to experience a variety of stories, songs, clothing and food associated with various faiths and festivals, as part of the diversity of life

Resources

The nursery's resources will be chosen to give children a balanced view of the world and shall reflect gender, relationships, religious and cultural diversity and all children shall be allowed and encouraged to participate freely in all activities and with all resources.

Materials will be selected to encourage the children to respect others by avoiding stereotypes and derogatory pictures or messages about any group of people.

Language

Information, written and spoken, will be clearly communicated in as many languages as possible.

Bilingual/ multilingual children will be welcomed to share their languages which will be recognised and respected in the nursery and used as extensively as possible.

Employment

Little Star Nursery will ensure that we appoint the best person for each job. To this end we will:

- Ensure that the Nursery's recruitment policies and procedures are open, fair and non-discriminatory.
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way.

The Equal Opportunities Officer will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

Policy reviewed September 2021

The Equal Opportunities Officer is Kate Wilson