

## **Equal opportunities policy.**

The Little Acorns Day Nursery is committed to providing an environment that is free from discrimination, either direct or indirect, in which staff, children and parents are able to realise their full potential.

Our children are looked after and educated in a setting which promotes positive role models in many facets of life and our policies and procedures adhere to The Race Relations Act 1976 in that we will not discriminate on grounds of sex, age, race, colour, religion, nationality, ethnic or national origins.

This is a key employment value to which all employees are expected to give their support (further information on equal opportunities, regarding staff, can be found in our recruitment and safeguarding policies).

At The Little Acorns Day Nursery we have an equal opportunities policy in operation to encourage awareness of the individual child's rights and needs and to ensure that the fundamental principles of the nursery reflect diversity at all times.

Discrimination on the grounds of sex, race, religion, colour, creed, sexual orientation, marital status, ethnic origin or political belief will not be tolerated and each parent, child, visitor or employee will be treated with equal rights.

We are committed to:

- Ensuring that all persons who enter the nursery are aware that we actively promote and monitor equal opportunities.
- Encouraging positive role models within our setting, using toys, resources, activities and equipment that would promote non stereo typed images.
- Challenging any actions, behaviours, attitudes and language that may be considered offensive, oppressive or discriminatory.
- Encouraging children to participate in a variety of activities and in providing opportunities to experience a diversity of cultures and religions.
- Ensuring that parents, whose first language is not English, have positive consideration in terms of resources and information material.

- Ensuring that all activities and services provided are wherever possible, accessible and taking practical steps to ensuring access to people with physical disabilities.
- Valuing diversity and respecting the individual, regardless of their situation, and not making judgements based on family backgrounds or social circumstances.
- Wherever possible, catering for those designated with a disability or additional needs, taking into account their individual circumstances.
- Supporting children in the understanding of the importance of kindness, consideration and fairness to all.
- Ensuring that our staff are positive role models and that they make certain that all children are treated fairly and with equal regard. They should safeguard children from discrimination and act on any issues that may arise within the setting.
- Treating and dealing swiftly and effectively with any reports of anti discriminatory practice throughout our setting.

This policy was checked, reviewed and updated in **July 2012**.

\_\_\_\_\_ Nursery Manager