



POLICY No: SNP003

TITLE: EQUAL OPPORTUNITY & INCLUSION POLICY

VERSION: 05

VERSION	BREIF DESCRIPTION OF CHANGE:	APPROVED BY:	EFFECTIVE DATE	REVIEW DATE
05	UPDATED TO REFLECT NEW EYFS CHANGES	TARA (NURSERY MANAGER)	DEC 2023	DEC 2024

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Equal Opportunity & Inclusion Policy



Legislation

- Sunnyside Nursery works in accordance with all relevant legislation, including:
- Disability Discrimination Act 1995
- Race Relations Act 2000
- Sex Discrimination Act 1986
- Children & Families Act 2014
- Equality Act 2010

Aims and Objectives

We do not discriminate against anyone, whether staff or child, on the grounds of their sex, race, colour, religion, nationality, sexual orientation, ethnic or national origins. This is in line with the Race Relations Act (2000) and covers both direct and indirect discrimination.

Introduction

We endeavour to ensure that at all times our nursery is open to all children and families, and to all adults committed to their education and care. We will include and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, religious belief, sexual orientation, gender or ability. All children, including those who are disabled or have special educational needs, will be included, valued and supported and reasonable adjustments will be made for them, to ensure that they have the opportunity to have full access to the services that we provide. Sunnyside Nursery aim to ensure that all who wish to attend the setting, work in, or volunteer to help with the Nursery have an equal chance to.

Admissions

The Nursery is open to every family in the community and beyond. Families joining the Nursery are made aware of its inclusion and equal opportunities policy during induction, which is reviewed regularly.

Employment

The Nursery will appoint the best person for each job and will treat fairly all applicants for recruitment, employment, promotion and training systems and provide opportunities for everyone to achieve. In addition to this commitment to implement the Nursery's Inclusion and Equal Opportunities Policy will form part of the job description for all workers.

Families

The Nursery aims to support all families and recognise that their needs differ and that all children have equal rights to protection.

Festivals and Celebrations

We will show respectful awareness of all major events in the lives of children and families in the Nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come, we will do this by:

- Planning activities that educate and inform all children about special religious or cultural events.
- Providing for the children dressing up, role-play clothing, toys and resources that reflect their religion and/or culture.
- Display positive images of different groups around the play environment and
- Teach the children through activities, discussion and play to value and celebrate differences.

Learning and Development

All children including those who are disabled have Special Educational Needs or Additional Needs will be respected and their individuality and potential recognised, valued and nurtured by supporting them to achieve and have positive outcomes as their peers. We ensure that all children have equal access to the full range of educational opportunities provided by the nursery. In addition to this we promote the principles of fairness and justice for all through the education that we provide in our nursery.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the Nursery will ensure that all children have full access to a broad range of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.

Special Needs and Disabilities

The equality act 2010 and the SEND code of practise 2015 are two core duties that apply to our early years setting:

- Not to treat a child or an adult with a disability “less favourably”
- To make “reasonable adjustments” for children and adults with a disability

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Sunnyside Nursery recognises that children have a wide range of needs that differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for Nursery meetings and events will take into account the needs of people with special educational needs and disabilities.

Language

When communicating with parents whether written and/or verbal will be clearly communicated in as many languages as are necessary and possible.

Bilingual/multilingual children and adults are an asset to the Nursery. Parents will be encouraged to speak to their children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the Nursery. Children will not be forced to speak English. Rather English will be modeled positively around them and to include them.

Food and Drink

We will work in partnership with parents to ensure children's medical, cultural and dietary needs are met and seek alternatives to ensure that all children can be included and enjoy cooking activities and events.

Meetings

The Nursery will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families are included and have an equal opportunity to be involved in and informed about the Nursery. We actively promote our open-door-policy which gives parents the opportunity to keep up to date with events and their child's development.

Anti-racism

It is the right of all children to receive the best education the nursery can provide, with access to all activities organised by the nursery. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, either discriminatory language, behaviour or remarks by children, parents or any other adult are unacceptable in this Nursery, we will act immediately to prevent any repetition of the incident. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Our response to such behaviour will be to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour / remarks will not be tolerated. Thus, we constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

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We will also challenge stereotyping and prejudices in the following ways:

- By striving to make our nursery welcoming to all groups for example, we will depict all ethnicities in a positive manner and challenge stereotypical views.
- We will 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.
- Our framework reflects the attitudes, values and respect that we have for all groups.
- So, for example, the understanding the world area of learning give due emphasis to other cultures and traditions the children also look to religious festivals, such as the importance of Diwali to the Hindu community.

The role of the Nursery Practitioner

The nursery practitioner ensures that all children are treated fairly, equally and with respect. When selecting classroom material, practitioners pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Practitioners strive to provide materials that give positive images of everyone and challenges stereotypical images of any kind and support each child according to their individual need without prejudice.

Monitoring and Review

It is the responsibility of the Nursery Manager (Tara Lougheed) and Deputy (Shalina Miah) to monitor the effectiveness of this Equal Opportunities policy, in the following way:

- monitoring the progress of children of minority groups and comparing it to progress made by other children in the nursery;
- monitoring the staff appointment process, so that applicants applying for posts are not discriminated against;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or children;

Building Partnerships

Sunnyside Nursery is committed to working with parents, carers and other agencies, in order to work in the best interest of children, and to ensure that they meet their fullest potential. We will ensure:

- Family inductions give parents/carers opportunities to share information about their child and their home life, home language and experiences.
- Parent 'group' where we share upcoming events and special 'dates-for-your-diary'.
- Parent consultations throughout the year; keeping parents up-to-date on their child's progress and opportunities to contribute to their child's learning.
- Work closely with parents and relevant agencies to support children that we have identified to have special needs.

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This policy is checked annually and formally reviewed at least every 3 years and/or revised as required by legislation, government guidance and/or feedback from service users.

This policy supports all other policies and must be read together with the following policies:

- SEN
- Behaviour & Physical Prompts
- Food & Drink
- Health & Safety
- Illness & Medication
- Safeguarding
- GDPR

This policy was adapted in December 2023 and due for review in December 2024
