



St. Margaret's Nursery

A Policy for Equal Opportunities

Nursery

Reviewed: August 2020

Date for review: July 2021

Equal Opportunities and racial equality

At St Margaret's Nursery we follow the Equality Act 2010 and the revised SEN code of practise 2014 and offer inclusive provision where ever possible.

We are all different, but in many ways the same; it is our differences which make us unique and special. It is as developing individuals that children are unique and special and it is important that we recognise the individuality of each child. Thus, in our nursery we aim to acknowledge and value each child's ability, culture, religion, language and family group, giving the children the self confidence to progress in their development. Furthermore, we are committed to promoting the use of those resources, materials and curriculum which prepare the children for living in a multi-ethnic society.

This policy for the equality of opportunities includes adults in whatever capacity as well as children, and aims to encourage all members of staff to reach their full potential within the nursery and to promote excellent service to the parents. It is a self evident truth that if discrimination, harassment or victimisation takes place they bring about a climate of fear, insecurity and poor performance and if equal opportunities are not applied then valuable talent and potential are wasted.

AIMS AND OBJECTIVES

To ensure equal opportunities and racial equality for all, our aims and objectives are:

- that each child's individuality will be recognised and appreciated
- that each child's stage of development will be assessed and appropriate provision made
- that each child will have appropriate access to all activities and the full range of learning opportunities, regardless of ethnicity, attainment, age, disability, gender or background
- that a policy of appreciating what each child is capable of or achieves, and of being proud and celebrating such achievements however small, is necessary to develop a child's self esteem and self confidence.

STRATEGIES FOR ENSURING EQUAL OPPORTUNITIES AND RACIAL EQUALITY

- We recognise that parents are young children's first educators and that children have made considerable progress and achieved much in their development

before coming to nursery. We thus welcome parent's involvement in the nursery and its associated activities.

- We plan our environment to take into account the different needs of the children, to enable all children to develop their skills and knowledge to their full potential, to extend the children's experience and knowledge of different cultures, languages and religions, and to achieve the highest possible standards.
- We are committed to promoting good race relations and to tackling any racial harassment or any other form of discrimination, no matter how trivial it may seem, as promptly as possible.
- We are unequivocally committed to the principle that all people are valued regardless of gender, age, disabilities, special educational needs, race and ethnic origin, political beliefs, religious beliefs, marital status and sexual orientation.

RESPONSIBILITIES

The Nursery Manager is responsible for

- ensuring that all members of the nursery community are aware of the contents of the Policy for Equal Opportunities and Racial Equality
- ensuring that the Policy for Equal Opportunities and Racial Equality is complied with
- ensuring that all members of staff are aware of their responsibilities
- taking appropriate action in all cases of harassment and discrimination, whatever the grounds

All members of staff are responsible for

- promoting equal opportunities and good race relations
- recognising racial bias and/or racial stereotyping and dealing with related incidents in an appropriate fashion
- identifying where a child's background is affecting his/her progress or behaviour and taking remedial steps

Dealing with incidents of racism or racial harassment

As a Nursery, we acknowledge the existence of racism in our society and take steps to prevent it. Should there be an incident in the nursery involving any form of racism, no matter how trivial it may seem, or any form of racial harassment, it would be dealt with as promptly as possible.

Our practice includes the following:

- all children are regularly reminded to be kind to one another in the Nursery
- parents are informed through the Hand Book that the nursery has a Equal Opportunities and Racial Equality Policy and will not tolerate any form of behaviour that offends this policy in the nursery or its grounds by anyone, adult or child.
- All incidents falling into the category of racism, racial harassment, or indeed bullying of any kind, will be recorded and dealt with by the management of the nursery in the manner deemed most appropriate.