



Equal Opportunities Policy

Legal Framework

Children Act 1989, 2004, 2014

Employment Equality Regulations 2003, 2010 Every Child Matters, Change for Children 2004

Human Rights Act 2000

The Equality Act 2010

UN Convention on the Rights of the Child 1989, 2003

EYFS Welfare Requirement – Safeguarding and Promoting Children’s Welfare EYFS welfare Requirement – Suitable People

National Standards: Standard 9 – Equal Opportunities

Name of Responsible Person: All staff

Little Meadows Nursery are committed to promoting equality of opportunity in all aspects of its management, organisation and day to day working practices. All employees, potential employees, trainees or students working in the setting have equal opportunities irrespective of ethnic origin, gender, marital status, race, religion, disability, sexual orientation, transgender or HIV/AIDS status. In all circumstances of recruitment, employment, job descriptions, training and pay, a person of one gender will not be treated less favourably than a person of another gender. A married person will not be treated less favourably, on the grounds of marital status, than an unmarried person would be in the same circumstances. Similarly all children in our care and their families will be treated with equal respect, irrespective of ethnic origin, gender, disability, race or religion. Any inappropriate behaviour or attitudes will be challenged and any instances of discrimination will be dealt with through disciplinary procedures.

Our commitment to equality of opportunity will be made evident on a day to day basis through the provision of multi-cultural books, dressing up clothes, toys and resources, engaging children in activities and experiences that increase their awareness of different religions and cultures, making resources such as dolls, dressing up clothes, cars and tools available to all children irrespective of gender, encouraging role play outside of stereotypical roles, presenting visual images that show both sexes represented in a range of roles, traditional and non-traditional.

Procedures:

Equipment and Resources

Implementation of Activities

Staff Training in Diversity and Differentiation

Equipment and Resources

- Staff maintain equipment and resources appropriately
- Equipment and resources must always be suitable for purpose and meet requirements for age and stage of development.
- Equipment and resources are made available to all children and are not dependant on gender.
- Damaged equipment and resources must be removed from the children immediately to be disposed or repaired.
- Staff can request additional resources as required e.g. dual language books for children with EAL to share with parents at home etc.
- Additional budgets arranged through local Councils or through EYPP payments must show a trail of spending and details of what the payments are used for when supporting individual children’s specific needs



Implementation of Activities

- All activities carried out with the children will be safe and risk assessed if required
- Some activities are planned and prepared in advance but provision and support is always available to promote and encourage children's spontaneous play
- Children are offered a choice to take part in activities and all are based around their own interests.
- Throughout activities children are encouraged to be independent and their own efforts are encouraged and promoted
- Staff ensure all children have access to outside play and creative activities to promote their senses daily including painting, sand/water, dough etc
- Reasonable adaptations are made to ensure all children can access all activities and opportunities.
- Staff ensure resources are available and ready for children to take part so free flow play is possible and children's learning is not interrupted.
- Staff to child ratios are adhered to during activities

Staff Training in Diversity and Differentiation

- All staff are encouraged to update their equality and diversity training every 3 years and we make use of an online training program for this and monitor how often staff train.
- Staff ensure all children's needs are being met through activities.
- Staff are made aware of how to accommodate and provide for individual children's needs and requirement
- Suitable adjustments are made to ensure all children have access to all activities provided
- Plans for activities reflect our diverse society and include references to various cultures, religions, disabilities and diversities, in a way that encourages the children to be curious, interested and accepting.
- Activities are presented in a way to promote challenge for children
- Stereotyping is not acceptable at any time and in any manner and new and inexperienced staff are made aware of this by the more senior and experienced members of the staff team and offered guidance to be positive role models to the children in our care.
- British values are promoted within our setting by supporting children to learn the difference between right and wrong, learning to take turns and share with their peers, and staff will encourage the challenging of negative attitudes and the use of stereotypes.