



## **EQUAL OPPORTUNITIES POLICY**

Hyde n Seek Nursery is committed to providing equality for all children, staff, families and students using the nursery therefore we have written an equal opportunities policy that will ensure that there will be no discrimination on the grounds of race, gender, religion, sex, age or abilities.

### **Admission**

Any child or family will be welcomed from the community and the individual needs and requests of each family will be considered. We will strive to accommodate all parents/carers in their choices. We will, whenever possible, use the child and families' first language and will encourage the use of other languages as appropriate.

### **Employment**

Advertisements will be placed widely in the community to ensure a cross section of applicants. Adverts will be placed in local and national newspapers, job centres, shops, and colleges and internally on the nursery notice board. When possible, adverts will be in the language appropriate to the local community.

Applicants will all have a copy of information relevant to the job and will be guaranteed fair and equal treatment in compliance with current employment legislation. During interview candidates will only be asked questions relevant to the job and all candidates will be asked the same questions. Jobs will only be awarded to the best person for the job. We will ensure a professional, welcoming and impartial approach to interviews. Commitment to implementing Hyde n Seek Nursery's Equal Opportunity Policy will form part of the job description for all staff. We have in place a system for monitoring all job applications.

### **Information**

Hyde n Seek Nursery will ensure that everyone in the community has access to information about the nursery. This will be done by displaying information in local doctors, councillors surgeries, schools, colleges, shops and libraries. We will also pass on information about our services to local health services and local authorities who can make this information available to parents/carers. We will also be listed in the phone book and yellow pages. When possible the information will be displayed in the language appropriate to the community.

### **Parental Involvement**

Hyde n Seek Nursery will encourage parents to become involved in and contribute to nursery life. We will respect, welcome and support them during their time with us and value any contributions that they can make, respecting their differences and the wide range of experiences that they can bring to the nursery.

The time, place and manner in which meetings are conducted will ensure that all families are enabled to attend, contribute and have an equal opportunity to be involved in the work of the nursery.

### **Language**

Any information, written or spoken, will be clearly communicated in as many languages as possible.

### **Food**

Medical, dietary and cultural requirements will be met.

### Resources

Hyde n Seek Nursery will regularly monitor its equipment and resources to ensure that they are non-discriminatory and reflect accurately a multi-cultural, mixed ability society and promote this positively to all. We will give all children the opportunity to use and participate in all experiences offered.

### Children

All children will be respected, and their individuality and potential recognised, valued and nurtured. All learning experiences and play equipment will offer the opportunity for children to develop in an environment free from discrimination and prejudice. Opportunities to learn about and experience other languages, cultures and celebrations will be included in the curriculum and we will also provide opportunities for children to explore, acknowledge and value similarities and differences between themselves and others.

### Festivals

Hyde n Seek Nursery's aim is to show respect and awareness of all the major events in the lives of the children, families and staff in the nursery and society as a whole and to welcome and embrace the diversity of backgrounds from which they come. In order to achieve this we aim to acknowledge the festivals which are celebrated by the local community and by the people involved in the nursery.

- Without indoctrination in any specific faith, children will be made aware of the festivals which are celebrated by their families and others and where appropriate will be introduced to the stories behind the festivals.
- Children will be encouraged to welcome a variety of different festivals, including the foods, clothes, stories and celebrations which they involve.
- Before introducing a festival, research will be done and, if required, advice will be sought from someone to whom the festival is familiar.

### Additional Support needs

Hyde n Seek Nursery recognises the wide range of additional needs of children and families in the community and will consider carefully what part we can play in meeting these needs. Planning for meetings will take into account the needs of people with a range of abilities. We have a Additional Support Needs Policy in place and actively promote this in our delivery of a quality service.

### Discriminatory remarks/behaviour

These are unacceptable. All parents/carers, staff and children will be encouraged to understand the effects of stereotyping and discrimination. Discriminatory remarks which are racist, sexist or re-inforce stereotypes will be challenged. The response will aim to be sensitive and supportive to the feelings of the victim(s) and to help those responsible understand and overcome their prejudices.

Reviewed: May 2012