



## Inclusion and Equality of Opportunity Policy

### Statement:

Hyde n Seek nurseries are committed to provide equality of opportunity for all Children, Families, Staff, Students and anyone using the service, to eliminate discrimination, direct or indirect, in its employment practices and provision of service.

This policy enables Hyde n Seek Nursery to meet its statutory obligations under the Equality Act 2010 in relation to the protected key points;

- Age
- Disability
- Gender
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

It also aims to address issues of Fairness and Equality and to work in accordance with all relevant legislation, including;

- Sex Discrimination Act 1975, 2008
- Race Relations Act 1976, 2000
- Equal Pay Act 1970, 2004
- Equality Act 2010
- Disability Discrimination Act 1995, 2005
- Children's Act 1989, 2004
- Relevant EU legislation

This policy, together with those which it complements (eg. Diversity, Citizenship, Behaviour, PVG, Recruitment and Selection policies) sets out our commitment to tackling discrimination in any form and promoting equality within the whole service.

In accordance with the principles and aims of the Pre-birth to three and the Curriculum for Excellence, we value diversity, promote equality and do our utmost to remove barriers to learning. We continually strive to ensure that everyone in our nursery is treated with respect and dignity.

The nursery will oppose racism in all forms and foster positive attitudes and commitment to an education for equality. Children in the nursery will learn about life in a multicultural

society and be supported in appreciating the benefits of diversity in an inclusive environment.

### **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 the choice of the child's attendance. We will also provide literature in a variety of formats of the child and/or family's first language. Please refer to our Admissions policy which adheres to Equal opportunities.

### **Recruitment and Employment**

Vacant posts will be formally and widely advertised in the community to ensure a cross section of applicants suitably qualified and experienced. Vacancies will also be internally circulated to staff in all Hyde n Seek Nurseries who may wish to apply. Adverts will be placed in the media, job centre's and colleges, where appropriate in language relevant to the local community. Applicants will be given clear, concise and accurate information about the post and be guaranteed fair and equal treatment in compliance with employment legislation. A standard application form should be complete prior to interview. During interview, applicants will be only be asked questions relevant to the job and all candidates will be asked the same questions. Employment will be awarded to the best person for the job regardless of their orientation. We will ensure a professional, welcoming and impartial approach to interviews. Commitment to implementing this policy will form part of the job description for all staff. We have a system for monitoring all job applications for Equality.

### **Staff induction and Training**

Induction will include responsibilities and codes of conduct relating to SSSC, Health and Safety and Equality of opportunity. It is our policy that the provision of training courses will be made available for all staff to attend as required. Appropriate training shall be provided to include information and advice on anti-discrimination and equality.

### **Media / Information**

Hyde n Seek Nurseries Ltd will ensure that everyone in the community and beyond have access to relevant information about the nursery. This will be complete through leaflets/posters advertised in the local Health Centre, Schools, Colleges etc. Information will also be made available to the local authority and Reports and applications will be available through the website. All information is complete in a variety of formats and languages. Any Discriminatory remarks by children, parents, staff or other adults are unacceptable at Hyde n Seek Nursery. Understanding and overcoming prejudices will be emphasised and clarity that discrimination will not be tolerated in this or any other of our services.

### **Parental involvement**

We will encourage Parents/Carers to become involved in and contribute to nursery life. We will respect, welcome and support them during their time with us and value any contribution they make, respecting their differences and the wide range of experiences they bring. The time, place and manner in which meetings are conducted will be monitored to enable as many to attend as possible. Minutes of meetings will be recorded and distributed to all in any format requested.

### **Food**

All medical, dietary and cultural requirements will be met.

### **Resources**

We will regularly monitor equipment and resources to ensure they are non-discriminatory and reflect accurately a multi-cultural, mixed ability society and promote this positively to all. Resources will be chosen to give the children a balanced view of the world and an appreciation of the diversity of our society. Self respect and the respect of others will be developed by avoiding stereotyping. Images and words which reflect society positively will be used.

### **Children**

All children will be respected, and their individuality and potential recognized, valued and nurtured. Learning experiences and equipment will offer them the opportunity to develop in an environment free from discrimination and prejudice. Children will learn about and encounter other languages, cultures and celebrations in line with the curriculum frameworks, to explore, acknowledge and value similarities and differences between themselves and others.

### **Festivals**

We aim to promote respect and awareness of all cultures and festivals in the lives of children, families and staff in the nursery and society as a whole. We welcome and embrace the diversity of backgrounds and acknowledge the celebrations of festivals by the local community and those involved in the service.

- 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 through an understanding of the food, clothes, music and climate.
- Prior to introducing a festival or celebration, research will be complete and if required, advice will be sought from someone to whom the festival is familiar.

### **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-enforce 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.

**Harassment, Victimisation and confidentiality**

If any person considers they are suffering from unequal treatment on the grounds of age, gender, race etc. (outlined in this policy) they are encouraged to report this through the grievance procedure, whistle blowing or complaints procedure.

This policy and our practice will be reviewed annually as we continue to reflect and question our procedures to improve how this impacts on children, families and any person involved in the service.