**EQUAL OPPORTUNITIES POLICY**

At Amberley, we believe that the group’s activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with our setting have an equal chance to do so.

The legal framework for this policy is based on:

* Special Education Needs and Disabilities Code of Practice 2015
* Children and Families Act 2014
* Equality Act 2010
* Childcare Act 2006
* Children Act 2004
* Care Standards Act 2002
* Special Educational Needs and Disability Act 2001

### **Admissions and Vacancies**

Amberley nursery is open to all families.

Any job vacancies will be advertised. We will invite applicants to an interview equally, including men and women, with and without disabilities, from all religious, social, ethnic and cultural groups and people of various sexual orientations. Using a fair system, to encourage equal opportunities, we will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. The successful applicant will undertake an enhanced DBS. *Positions are exempt from the Rehabilitation of Offenders Act 1974.*

Commitment to implementing the group’s Equal Opportunities Policy will form part of the job description for all workers.

### **Festivals and Communities**

Our aim is to show respectful awareness of all the major events in the lives of those in the nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this:

* We aim to acknowledge all the festivals which are celebrated in our area and by the families involved in the nursery, and these are discussed with families at their introductory session.
* Without indoctrination in any specific faith, children will be made aware of the festivals and special events which are being celebrated by their own families or others. Where appropriate children will be introduced to the stories behind festivals, food tasting, examples of dance or music as well as art activities.
* Before introducing a festival with which the adults in the nursery are not themselves familiar, they must seek appropriate advice from reliable sources, these could include suitable websites, the local library, local religious groups or families’ knowledge.

We are aware of the importance of being involved with our local community and take the children on outings to local shops, the De La Warr pavilion, the library and to day centre’s for the elderly. We invite local services to visit us, including the emergency services and charitable organisations.

### **Languages**

 Children and parents who have English as an additional language will be valued and their languages recognised and respected in the nursery. Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. Support for this can be obtained through the ISEND team. Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

### **The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured. 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 both girls and boys have full access to all kinds 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**

Resources 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 which reflect positively the contribution of all members of society.

### **Special Educational Needs and Disabilities**

The nursery recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise. When children join our nursery who have medical or developmental needs which staff are unfamiliar with then we shall seek advice and support from external agencies. We will make all reasonable adjustments to our nursery to accommodate children and their families from a range of backgrounds and with a variety of needs. *For more information please refer to our Inclusion and SEND policies.*

### **Discriminatory Behaviour/Remarks**

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the nursery.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome the prejudices and to make clear that such behaviour/remarks will not be tolerated.

### **Food**

Working in partnership with parents and carers, children’s medical, cultural and dietary needs will be met, in conjunction with our healthy eating policy.

### **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 have an equal opportunity to be involved in and informed about the pre-school

Should anyone require this policy or any of our other policies in additional languages, audio or Braille then we shall enlist the support of translation services, which may include the ISEND (Inclusion, Special Educational Needs and Disabilities) service.

Policy revised January 2019 Lisa Gray