

## The Oaks Nursery

### Equality of opportunity policy

Oaks Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children, adults and families.

Discrimination on the grounds of sex, race, age, religion, colour, marital status, ethnicity or political belief, is not tolerated.

#### Aims

1. To ensure that staff treat all adults and children in the setting as individuals in their own right.
2. To encourage children to develop positive attitudes towards people who are different from themselves.
3. To inform parents about our inclusion practices.

We do this by:

- Providing a secure environment in which children can flourish, and in which all contributions are valued.
- Raising awareness of non-stereotypical practices.
- Improving staff and parent's knowledge and understanding of issues relating to equality and inclusion.
- Providing access to equal opportunity and inclusion training for staff, and students where appropriate.
- Promoting inclusion throughout all aspects of the Early Years Foundation Stage Guidance (2012).
- Expecting all staff to challenge language, actions, behaviours and attitudes, reporting any occurrences to the Nursery Manager or Deputy.
- Review and reflect on practices, and instigating any changes that are necessary.

#### **Environment**

Children are encouraged to empathise with others as this helps the development of critical thinking and will enable them to be able to develop an understanding and appreciation of others.

We strive to provide wide ranging resources that reflect the different cultures, family groupings and abilities in today's society. Positive role modelling through toys, imaginary play and activities that promote non-stereotyped images are encouraged. Children are given opportunities throughout the day to discuss stories and events about their everyday life, families and friends.

**Admissions**

Wherever possible children who are disabled, disadvantaged or have a specific need will be considered for a place, taking into account their individual circumstances and the ability of the nursery to provide the necessary standard of care. Further information can be found in the Oaks Nursery Admissions policy.

**Recruitment**

All potential employees are selected and recruited in line with Kent Union recruitment procedures.

Adopted on:(date) July 2009

Signed on behalf of The Oaks Day Nursery

Name: Chris Comper

Job title: Nursery Manager