



Equal Opportunities Policy and Procedure

Bramble House Nursery staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discrimination practice for all families and their children.

Our aim is to:

‘Provide a secure environment, which is free from inequality and discrimination in order for children to develop a positive identity and feel valued.’

The legal Framework for this policy includes:

- Race Relations Act 1976
- Race relations Amendment Act 2000
- Sex Discrimination Act 1975
- Education Act 1996
- Disability Discrimination Act 1995 & 2005
- Special Educational Needs and Disability Act
- Equal Pay Act 1970
- Children Act 1989
- Equality Act 2010
- Childrens and families Act 2014

Our Equal opportunities policy applies to all people and children whether working or attending the nursery for whatever reason. We will not discriminate directly or indirectly, in the treatment of any person or child on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons. Act of unlawful discrimination will be challenged, and the person concerned will be supported to understand why this is not acceptable.

Bramble House Nursery is open to all members of the community, and everyone will be made welcome.

To promote equality and diversity, Bramble House will:

- Ensure that all parents are made aware of our equal opportunities policy.
- Always offer equality and choice for all
- Advertise our services widely.
- Reflect the diversity of members of our society in our publicity and posters.
- Ensure our admissions policy promotes equality for all children and families.
- Not discriminate against a family or prevent entry to our setting on any grounds.
- Provide opportunities for parents and carers to contribute to their child’s care and education.

We aim to encourage children to develop positive attitudes about themselves and other people, we will do this by:

- Listening to children to ensure they feel included, safe, valued, and respected.
- Ensuring that all children have equal access to activities, resources, and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunities to develop their skills and abilities and recognise different learning styles.
- Providing play materials, resources and activities that demonstrate diversity of background and ability and help to develop positive attitudes to differences of race, culture, language, gender, and ability.
- Promoting childrens awareness of their own culture and those of other people

- Ensuring the differentiation of activities to include the needs of all children.
- Working in partnership with key professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of Nursery life.
- Avoiding stereotypical images in equipment, resources, and activities
- Using positive non-discriminatory language with all children
- Valuing the home background of all children
- Ensuring any discriminatory language or practice is challenged appropriately.

English as an additional language

- Staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning.
- The setting will provide information in languages which reflect the local community for families who speak English as an additional language. Our practices will ensure their full inclusion.
- We will offer help to parents who need help in understanding any aspects of nursery life.
- Alongside support in their home language, staff will provide a range of meaning contexts in which children will have the opportunities to develop the English language.

Inclusion

- Staff will ensure that there are positive attitudes towards diversity and differences so that every child is included and not disadvantaged.
- Children will be supported to learn from an early age to value the diversity of others and grow up making a positive contribution to society.
- Staff will work with parents' carers and other professionals to make reasonable adjustment to the nursery environment as required by the Disability Discrimination Act to accommodate and meet the needs of children with learning difficulties and or physical disabilities.

Staff will focus on each child's individual learning, development, and care needs by:

- Removing or helping to overcome barriers for children where these already exist.
- Being alert to the early signs of needs that could lead to later difficulties and responding promptly and appropriately, involving other agencies as necessary.
- Stretching and challenging all children
- All children irrespective of ethnicity, culture or religion home language, family background, learning difficulty or disability, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.

Our system of observation and record keeping enables us to monitor childrens needs and progress on an individual basis. We follow 'In the moment planning' around the Early Years Foundation Stage in regard to children's individual interests. Through our key person system, we ensure all children are monitored closely so we can see progress on an individual basis that helps us to spot early signs of any difficulties that children may encounter.

Staff Training

- All staff attend training opportunities to support their awareness and understanding of equality and diversity.
- The SENCO attends regular workshops and drop-in sessions to keep updated around special educational needs and the code of practice.

Race Equality Statement:

- Bramble House Nursery has due regard to eliminate unlawful racial discrimination and expect the same from all staff, parents' carers, and children.