



Further Information can be found in the Employee Policy & Directives Manual

Merry Poppets Nursery

Equal Opportunities and Inclusion Policy

Introduction

Merry Poppets Nursery is committed to giving all our children every opportunity to achieve the highest of standards. This policy helps to ensure that this happens for all the children in our Nursery – regardless of their age, gender, ethnicity, attainment or background.

Aims and objectives

Our Nursery aims to be inclusive with Equal Opportunities for both staff and children alike. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our Nursery:

- girls and boys;
- minority ethnic and faith groups;
- children who need support to learn English as an additional language;
- children with special educational needs;
- gifted and talented children;
- Any children who are at risk of disaffection or exclusion.

We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. When planning their work, Nursery staff takes into account the abilities of all of their children.

The Nursery will ensure that children:

- Feel secure and know that their contributions are valued;
- Appreciate and value the differences in others;
- Take responsibility for their own actions;
- Participate safely in clothing that is appropriate to their religious beliefs.
- Are taught in groupings that allow them all to experience success;
- Use materials that reflect a range of social and cultural backgrounds, without stereotyping;
- Have a common curriculum experience that allows for a range of different learning styles;
- Children are encouraged to participate, regardless of disabilities/medical needs
- Children are encouraged to value and respect other.



The Nursery ensures that when planning us:

- Take into account of their pace of learning and the equipment they use.
- Take into account of the effort and concentration needed in oral work, or when using, for example, vision aids.
- Activities are adapted or offers alternative activities.
- Ensure all children have access to the Nurseries activities. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each child.
- Variety should be evident in the morals, stories and information offered to children.
- Children should have access to accurate information about similarities and differences between cultural groups.
- Practitioners encourage the use of our golden rules, so children can learn what is expected from them and how they can value and respect others.
- Practitioners talk to children about sharing, taking turns using kind words and hands such as golden rules.
- Practitioners talk about how we are all the same but have differences as well, read stories so children understand the morals.

General

- Discrimination on the basis of colour, culture, origin, sex or ability is unacceptable in this Nursery.
- Every child and nursery staff will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of, each other as individuals.
- The primary objective of this Nursery will be to educate, develop and prepare all our children whilst still valuing their opinion, whatever their sex, colour, origin or ability for life in Britain.
- All equal opportunities philosophy will be practised by all staff.
- The Nursery acknowledges the complexity of British society and recognises that it would be failing the children if it did not prepare them for their integral part in society.
- We achieve inclusion by continually reviewing what we do, through asking ourselves these key questions:
 - Do all our children achieve as much as they can?
 - Are there differences in the achievement of different groups of children?
 - What are we doing for those children who we know are not achieving their best?
 - Are our actions effective?
- All children will have access to the Nurseries activities. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of



each child.

Language

The Nursery views linguistic diversity positively and staff should be aware of the language and dialect spoken by children and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use.

Resources

Whenever possible staff must ensure that the resources used in all curriculum areas contain positive images of all groups.

Resources available to enable equal opportunities

- Home Corner equipment
- Books, Puzzles, musical instruments and CD'S
- Cooking opportunities to reflect food and cooking styles
- Small world equipment to reflect and represent our culturally diverse society and that is not gender stereo typed
- Celebrate various cultural festivals that are valued, celebrated and support with various teaching materials.
- Display signs in various relevant language
- Staff are given relevant in house training

Parents

Parent's information and initial assessment is a starting point for planning to meet the specific needs of individuals and groups of children. We do this through

- Setting suitable learning challenges
- Responding to children's diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of children
- Providing other opportunities to meet the needs of individuals or groups of children. (This includes speech and language therapy and mobility training)
- Special needs training

Children with disabilities

Some children in our Nursery may have disabilities and consequently need additional resources. The Nursery is committed to providing an environment that allows these children full access to all areas of learning.



Admission

The Nursery does not permit sex, race, colour or disability to be used as criteria for admission.

Discrimination

All forms of discrimination by any person when in the nursery are to be treated seriously. It should always be made clear to offending individuals that such behaviour is unacceptable.

In all staff appointments the best candidate will be appointed, based upon strict professional criteria.

All staff should be aware of possible cultural assumptions and bias within their own attitudes.

Children names should be accurately recorded and correctly pronounced. Children should be encouraged to accept and respect names from other cultures

The Nursery applies to the following

- Commitment to equality of opportunity for all
- Commitment to the eradication of racism, xenophobia and discrimination on ground of religion.
- Commitment to creating a Nursery and wider community to which all its members can feel they belong.
- Recognition that children, parents/carers, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.

Key Documents:

- Disability Discrimination Act 2005 (Attached)
- Race Relations Act 1976 (Amendment 2000) (Attached)
- Sex Discrimination Acts 1975 and 1986
- Children Act 1989 (Amendment 2004) (Attached)
- Human Rights Act 1998 (Attached)
- Every Child Matters – Change for Children
- OFSTED guidance
- Equality Act 2010



REVIEWING THE POLICY

The Policy will be reviewed every year unless a change in legislation necessitates a shorter review period or there are changes in the activities or personnel of the Provision that require changes to be made.