



## Equality of Opportunities and Diversity

EYFS Legal Requirement:

Providers must have arrangements in place to support children with SEN or disabilities (3.67 pg 29)

**Every Child Matters Outcome:** Make a Positive contribution

### **This policy applies to:**

1. Early Years Register (EYR)
2. Childcare Register (CR)

### **Policy**

At St Bede's Childcare we are committed to providing an environment and service that values and treats everyone with equal concern and individuality. Consideration will be given to children regarding their individual stages of development, capabilities as a learner and individual needs.

We do not discriminate against racial origins, culture, social background, gender or special needs.

We will allow the children the opportunity to learn, develop, progress and achieve whilst attending our nursery.

Children, parents/carers, visitors, volunteers, students and any other people directly involved with the nursery will be welcomed whatever their gender, skin colour, traditional or cultural background or disability.



## **Procedures**

- The nursery has a named Equal Opportunities coordinator. The role of the Equal Opportunities coordinator is to liaise with outside agencies and parents to ensure that staff are aware of Equal Opportunities' issues and are able to implement the nursery's policies and procedures. Other responsibilities include:
  - Ensuring that appropriate practices are implemented in the nursery, through its policies and procedures
  - Providing information and advice to staff.
  - Responding appropriately to inappropriate practices and attitudes regarding racism, any form of discrimination, religion and sexual orientation.
  - Ensuring Equal Opportunities Policies and Procedures are kept up to date.
  - Attending any Equal Opportunities training and feed back to staff.
  - All staff attend regular training and guidance to ensure the nursery's commitment to Equal Opportunities and anti-discriminatory practice is observed.
  - Keeping the environment free from discrimination, harassment, intimidation or victimisation.
  - Preparing children for life in a society which reflects and values cultural and ethnic variety.
  - Facilitating Equality of Opportunity through resources and acknowledging other cultural festivals that are valued and celebrated.



- Involving families in ensuring that we have adequate information on each child's family customs and beliefs, dietary requirements and individual needs.
- Monitoring the EYFS framework and ensuring, through broad and balanced activities to reflect our culturally diverse society.
- Ensuring through recruitment and selection, Equality of Opportunity.

### **Staff**

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory.

All staff are expected to participate in equal opportunities training.

Our Nursery and staff are committed to encouraging positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images.

All children will be encouraged to join in activities, i.e. dressing up, shop, home-corner, dolls, climbing on large apparatus, bikes, etc.

All staff act as key carers and will be responsible for their key children's individual needs during the Nursery day.

We are committed to working with parents/carers and external agencies to ensure that the children's individual needs are met. The Nursery refers to the Special Educational Needs Code of Practice and our Special Education Needs Policy and Procedures where we feel children may need further support.

The Nursery has a Special Educational Needs Coordinator and it is their responsibility to support and observe any children we feel may be



having any difficulties or need additional support; they will ensure that relevant documentation is completed and that relevant external agencies are contacted for advice and she also ensures that staff are aware of how to support the child using advice given.

We are committed to working with the parents/carers and other agencies and this is done in a number of ways that include, parental evenings, questionnaires, and discussions. We encourage Early Years professionals and individuals to support our children's development and progress towards the Every Child Matters Framework.

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